

**GENERAL SERVICES ADMINISTRATION
FEDERAL ACQUISITION SERVICE
AUTHORIZED FEDERAL SUPPLY SCHEDULE FSS 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 is available through **GSA Advantage!**, a menu-driven database system. The INTERNET address for **GSA Advantage!** is <http://www.gsaadvantage.gov>.

**Multiple Award Schedule
FSC Group: Professional Services**

Contract Number: GS-00F-010CA
Contract Period: 12/24/2014 thru 12/23/2024
Price list current as of Modification #PS-0040 dated 07/17/2023.

For more information on ordering go to the following website: <https://www.gsa.gov/schedules>

Prices Shown Herein are Net (discount deducted)



ICF Incorporated, LLC

1902 Reston Metro Plaza
Reston VA 20190

Business Size: Large Business

Contractor Contact Administrator:

Sanjeev Hirani

Ph: 703-225-5692

sanjeev.hirani@icf.com

www.icf.com

CUSTOMER INFORMATION:**1a. TABLE OF AWARDED SPECIAL ITEM NUMBERS (SINs)/NAICS**

SIN	SIN Description
541330ENG	Engineering Services
541715	Engineering Research and Development and Strategic Planning
541420	Engineering System Design and Integration
541380	Testing Laboratory Services
541611	Management, Financial, Acquisition, Grants Management, and Business Program/Project Management Services
611430	Professional and Management Development Training
531210	Financial Asset Resolution Services
541620	Environmental Consulting Services
562910REM	Environmental Remediation Services
541810	Advertising Services
541810ODC	Other Direct Costs for Marketing and Public Relations Services
541820	Public Relations Services
541910	Market Research and Analysis
512110	Video/Film Production
541850	Exhibit Design and Advertising Services
561920	Conference, Meeting, Event and Trade Show Planning Services
541613	Marketing Consulting Services
54151S	Information Technology Professional Services
541690E	Energy Consulting Services
611512	Flight Training
541990	All Other Professional, Scientific, and Technical Services (Non-IT)
541720	Research, Analysis and Development Services in the Social Services and Humanities
541511	Web Based Marketing
OLM	Order-Level Materials (OLMs)

1b. LOWEST PRICED MODEL NUMBER AND PRICE FOR EACH SIN:

See GSA Price List below.

1c. HOURLY RATES (Services only):

See GSA Price List below.

2. MAXIMUM ORDER:

SIN	Maximum Order	SIN	Maximum Order
541330ENG	\$1000,000	541820	\$1000,000
541715	\$1000,000	541910	\$1000,000
541420	\$1000,000	512110	\$1000,000
541380	\$250,000	541850	\$1000,000
541611	\$1000,000	561920	\$1000,000
611430	\$1000,000	541613	\$1000,000
531210	\$1000,000	54151S	\$500,000
541620	\$1000,000	541690E	\$1000,000
562910REM	\$1000,000	611512	\$1000,000

SIN	Maximum Order	SIN	Maximum Order
541810	\$1000,000	541810ODC	\$1000,000
541990	\$1000,000	541511	\$1000,000
541720	\$1000,000	OLM	\$250,000

3. **MINIMUM ORDER: \$100**
4. **GEOGRAPHIC COVERAGE: Domestic**
5. **POINT(S) OF PRODUCTION: Same as Company Address**
6. **DISCOUNT FROM LIST PRICES: GSA Net Prices are shown on the attached GSA Pricelist. The negotiated discount has been applied and the IFF has been added.**
7. **QUANTITY DISCOUNT(S): 2% on orders equal to or exceeding \$1 million**
8. **PROMPT PAYMENT TERMS: 0% Net 30 Days.** Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions
9. **FOREIGN ITEMS: N/a**
- 10a. **TIME OF DELIVERY: TBD at task order level**
- 10b. **EXPEDITED DELIVERY: TBD at task order level.**
- 10c. **OVERNIGHT AND 2-DAY DELIVERY: TBD at task order level.**
- 10d. **URGENT REQUIRMENTS:** Agencies can contact the Contractor's representative to affect a faster delivery. Customers are encouraged to contact the contractor for the purpose of requesting accelerated delivery.
TBD at task order level
11. **FOB POINT: Destination**
- 12a. **ORDERING ADDRESS: Same as contractor**
- 12b. **ORDERING PROCEDURES:** See Federal Acquisition Regulation (FAR) 8.405-3
13. **PAYMENT ADDRESS: Same as contractor**
14. **WARRANTY PROVISION: N/a**
15. **EXPORT PACKING CHARGES: N/a**
16. **TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR (IF APPLICABLE): N/a**
17. **TERMS AND CONDITIONS OF INSTALLATION (IF APPLICABLE): N/a**
- 18a. **TERMS AND CONDITIONS OF REPAIR PARTS INDICATING DATE OF PARTS PRICE LISTS AND ANY DISCOUNTS FROM LIST PRICES (IF AVAILABLE): N/a**
- 18b. **TERMS AND CONDITIONS FOR ANY OTHER SERVICES (IF APPLICABLE): [N/a**
19. **LIST OF SERVICE AND DISTRIBUTION POINTS (IF APPLICABLE): N/a**
20. **LIST OF PARTICIPATING DEALERS (IF APPLICABLE): N/a**
21. **PREVENTIVE MAINTENANCE (IF APPLICABLE): N/a**
- 22a. **SPECIAL ATTRIBUTES SUCH AS ENVIRONMENTAL ATTRIBUTES (e.g. recycled content, energy efficiency, and/or reduced pollutants): N/a**
- 22b. **Section 508 compliance information is available for the information and communications technology (ICT) products and services and show where full details can be found (e.g. contractor's website or other location.) N/a** ICT accessibility standards can be found at: <https://www.Section508.gov/>.
23. **Unique Entity Identifier (UEI) number: QHBLBNKKV4U3**
24. **NOTIFICATION REGARDING REGISTRATION IN SYSTEM FOR AWARD MANAGEMENT (SAM) DATABASE: Contractor has an Active Registration in the SAM database**

Labor Category Descriptions

SIN 541715, 541330ENG, 541420, 541380

General Conditions: All personnel provided for a service category will meet or exceed the specified qualifications. Regarding the qualifications for personnel in each service category, a year of college education is the equivalent of a year of relevant work experience. Off-site/field rates are applicable to dedicated telecommuters or contractor personnel physically officed at client site.

Supervisor/Senior Vice President

General Experience: Minimum 10 years of progressive Engineering or Scientific experience, including at least three projects in technical areas, including those in the SOW.

Specialized Experience: Minimum of 5 years of supervision of substantial Engineering or Scientific projects or services in specialized technical leadership. Three years experience required in engineering services, including people of various job categories and skills. Individual has a history of successful major project leadership and customer satisfaction.

Functional Responsibility: Ensures problem resolution and customer satisfaction for large, complex delivery orders. Provides supervisory, technical, and administrative direction for personnel performing task order. Defines new-hire requirements, corporate staff needs and development, and initiates complex intersectional projects.

Minimum Education: Master's Degree

Principal Engineer/Scientist

General Experience: Minimum of 10 years of progressive Engineering or Scientific experience in specialized technical leadership positions, including technical areas included in the SOW. **Specialized Experience:** Minimum of 5 years in specialized technical leadership positions performing and guiding substantial Engineering or Scientific projects. A recognized authority in a technical field,

capable of independent work, establishing new methodologies and project strategy development. This experience has been in major Engineering or Scientific developments involving new methodologies or standards.

Functional Responsibility: Ensures problem resolution and customer satisfaction resolving unique and difficult methodologies; provides technical direction for personnel performing task order.

Minimum Education: Master's Degree

Program Manager – Engineer/ Scientist

General Experience: Minimum of 7 years of progressive Engineering or Scientific experience including at least three projects in technical areas included in the SOW.

Specialized Experience: Minimum of 4 years of supervision of substantial tasks of Engineering or Scientific projects related to the individual's subject matter expertise. A proven track record of successful leadership.

Functional Responsibility: Serves as senior supervisor in relevant project areas. Produces/reviews substantive and/or complex technical documentation reflecting detailed knowledge of technical areas in the SOW. Subjects shall include but not be limited to design, architecture, feasibility studies, and system specifications. Interfaces with Government management personnel. Provides written and oral reports to Contractor management and Government representatives, including the Government COR. **Minimum Education:** Master's Degree

Engineer/Scientist – Level II

General Experience: More than 5 years of progressive Engineering or Scientific program experience in the work described in the proposed SINs.

Functional Responsibility: Works without supervision to develop requirements of a work product from inception to conclusion, and been placed in a task leadership role at least once. Develops required work products for simple to complex problems.

Minimum Education: Bachelor's Degree

Engineer/Scientist – Level I

General Experience: Up to 5 years of progressive Engineering or Scientific program experience in the work described in the proposed SINs.

Functional Responsibility: Works without supervision to develop requirements of a work product from inception to conclusion. Develops required work products for simple to moderately complex problems.

Minimum Education: Bachelor's Degree

Research Analyst

General Experience: Up to 2 years of Engineering, Scientific, or specialty program experience in work described in the proposed SINS. Should have academic knowledge or recent college degree related to technical areas described in the SINS.

Functional Responsibility: Works under general supervision to develop requirements of a work product from inception to conclusion. Develops required work products for simple to moderately complex tasks.

Minimum Education: Bachelor’s Degree

Technician

General Experience: Five years of progressive Engineering and Scientific experience including at least five projects in technical areas included in the SOW.

Functional Responsibility: Responsible for setting up test equipment, fabricating and assembling prototypes, and carrying out testing under the general supervision of engineering manager on projects. Prepares and makes briefings and presentations.

Minimum Education: Associate’s Degree or Formal Accreditation

Program Administrator

General Experience: Two years of experience performing general office administration functions or managing the cost control data associated with project administration.

Functional Responsibility: Works with supervision, developing a work product that details costs to control measures for a project, (i.e., EVMS).

Minimum Education: Associate’s Degree

Information Specialist

General Experience: Minimum of 2 years of experience in conducting research using technical and scientific journals.

Functional Responsibility: Works without supervision, developing a work product that assimilates information from all forms of electronic and paper mediums.

Minimum Education: Associate’s Degree

Graphics Specialist

General Experience: Minimum of 2 years of experience in graphics slide development or document production.

Functional Responsibility: Works under general supervision, developing the requirements of a work product from inception to conclusion.

Minimum Education: Bachelor’s Degree

Administrative Assistant

General Experience: Minimum of 4 years of experience in a variety of office-related duties, including typing, filing, copying, delivery, mailing, etc.

Functional Responsibility: Performs a variety of office-related duties, including typing, filing, copying, delivery, mailing, etc.

Minimum Education: High School Diploma

**Service Contract Labor Standards (SCLS) Matrix for
SINS 541330ENG, 541715, and 541420**

SCLS Eligible Contract Labor Category Title	SCLS Occupation Code - Title	WD (Wage Determination) #
Research Analyst	01113 - General Clerk III	2015-4281, 2015-4270 and 2015-4319
Technician	30085 - Engineering Technician V	2015-4281, 2015-4270 and 2015-4319
Administrative Assistant	01020 - Administrative Assistant	2015-4281, 2015-4270 and 2015-4319
The Service Contract Labor Standards (SCLS) is applicable to this contract and it includes SCLS applicable labor categories. The prices for the indicated SCLS labor categories are based on the U.S. Department of Labor Wage Determination Number identified in the SCLS matrix. The prices awarded are in line with the geographic scope of the contract.		

Labor Category Descriptions for SINS 541611 and 611430, 541990 and 541720

Principal Consultant

General Experience: Experience includes leading large and/or complex project teams and providing services in one or more relevant service areas, including: consulting services, facilitation services; survey services; training services; and program integration and project management services. Expert in the use of relevant analytical, methodological, and management tools needed to organize, perform and deliver the services being provided, such as ICF Consulting's ASPIRE Method and Model, statistical analysis software packages, instructional system design methodologies, or evaluation methodologies. **Minimum Experience:** 10 years of relevant work experience in one or more of the following service areas: business administration, public policy, economics, political science, communications, planning, statistics, technology and policy.

Functional Responsibility: This position is responsible for planning and delivering the relevant set of services. In this role, this person understands the customer requirements, translates those requirements into plans for performing services, supervises the performance of services, performs services, provides advice and counsel, and provides quality control and oversight. Under circumstances in which the project allows (such as the services being relatively straightforward), this position may delegate a portion of this role to the Senior Consultant, while retaining overall responsibility for the services being provided.

Minimum Education: Master's Degree in business administration, public policy, economics, political science, communications, planning, statistics, technology and policy, or related discipline.

Senior Consultant

General Experience: Experience includes assisting in leading project teams and providing services in one or more relevant service areas, including: consulting services, facilitation services; survey services; training services; and program integration and project management services. Proficient in the use of relevant analytical, methodological, and management tools needed to organize, perform and deliver the services being provided, such as ICF Consulting's ASPIRE Method and Model, statistical analysis software packages, instructional system design methodologies, or evaluation methodologies.

Minimum Experience: Six years of relevant work experience in business administration, public policy, economics, political science, communications, planning, statistics, technology and policy, or related discipline.

Functional Responsibility: For large and complex requirements, this position assists the Principal Consultant. For smaller and/or straightforward requirements, this position may have lead responsibility for planning and delivering the relevant set of services, with review by the Principal Consultant. In this role, this person understands the customer requirements, translates those requirements into plans for performing services, supervises the performance of services, performs services, and provides quality control and oversight.

Minimum Education: Masters Degree in business administration, public policy, economics, political science, communications, planning, statistics, technology and policy, or related discipline.

Consultant

General Experience: This position requires experience working on project teams to provide services in one or more relevant service areas, including: consulting services, facilitation services; survey services; training services; and program integration and project management services. With direction from project leaders, capable of using relevant analytical, methodological, and management tools needed to organize, perform and deliver the services being provided, such as ICF Consulting's ASPIRE Method and Model, statistical analysis software packages, or evaluation methodologies.

Minimum Experience: Four years of relevant work experience in business, public policy, economics, political science, communications, planning, technology and policy, math, statistics, engineering, physical science, or related discipline.

Functional Responsibility: With direction from project leaders, perform tasks, including collection of quantitative and qualitative data from public sources, experts, and other sources, analysis and assessment of qualitative and quantitative data, writing of methods, approaches, summaries, evaluations and results, research on relevant topics to support the services being provided, and presentations for the relevant set of services. May assist in organizing sub-task approaches and schedules with direction from, and under the supervision of, project leaders. Reports to the Principal or Senior Consultant.

Minimum Education: Bachelors degree in business, public policy, economics, political science, communications, planning, technology and policy, math, statistics, engineering, physical science, or related discipline.

Junior Consultant

General Experience: Experience includes working on project teams to provide services in one or more relevant service areas, including: consulting services, facilitation services; survey services; training services; and program integration and project management services. Under direction from project leaders, capable of assisting in the use of relevant analytical, methodological, and management tools needed to organize, perform and deliver the services being provided, such as ICF Consulting's ASPIRE Method and Model, statistical analysis software packages, or evaluation methodologies.

Minimum Experience: Two years of relevant work experience in business, public policy, economics, political science, communications, planning, technology and policy, math, statistics, engineering, physical science, or related discipline.

Functional Responsibility: With direction from project leaders, assists in performing tasks on a closely directed basis, including collection of quantitative and qualitative data, analysis and assessment of quantitative and qualitative data, writing of drafts of methods, approaches, summaries, evaluations and results, and research for the relevant set of services.

Minimum Education: Bachelors degree in business, public policy, economics, political science, communications, planning, technology and policy, math, statistics, engineering, physical science, or related discipline.

Training Specialist

General Experience: As a junior staff person, this position has limited fulltime work experience, which may include working on project teams to provide relevant services. With close supervision from project leaders, capable of assisting in data collection, analysis and writing.

Minimum Experience: One year of relevant work experience in business, public policy, economics, political science, communications, planning, technology and policy, math, statistics, engineering, physical science, or related discipline.

Functional Responsibility: Works under close supervision of more senior project staff. Assists with data collection, including obtaining publicly available information and assembling the data into useful forms. May also assist with analysis and writing.

Minimum Education: Bachelors degree in business, public policy, economics, political science, communications, planning, technology and policy, math, statistics, engineering, physical science, or related discipline.

Administrative Support

General Experience: This position requires general experience and capabilities supporting project teams. Capable of working with close supervision to provide support for: typing, copying, meeting scheduling, and similar related activities.

Minimum Experience: Two years of relevant work experience in business, public policy, economics, political science, communications, planning, technology and policy, math, statistics, engineering, physical science, or related discipline.

Functional Responsibility: With close supervision from project leaders, performs a variety of tasks, including typing, copying, meeting scheduling, and related activities in support of a project.

Minimum Education: High School Diploma.

Lead Principal

Minimum/General Experience: 6 years of relevant work experience in one or more of the following service areas: business administration, public policy, economics, political science, communications, planning, statistics, technology and policy.

Functional Responsibility: Provides leadership in field of expertise, and develops solutions to complex methodological problems. Expertise makes this individual a peer of leading practitioners of his/her discipline within the company. Business development/relationship management is an important responsibility of the Principal. Business development responsibilities typically begin with getting repeat business from current clients and matures into developing business from new clients.

Contributes major technical sections of proposals and client deliverables. Experienced Principals are typically responsible for meeting substantial annual business development goals.

Focus: Incumbent serves as technical advisor outside of his/her practice area (example: to other departments, or as a regional resource)

Minimum Education: Masters Degree in business administration, public policy, economics, political science, communications, planning, statistics, technology and policy, or related discipline.

Principals

Minimum/General Experience: 5 years of relevant work experience in one or more of the following service areas: business administration, public policy, economics, political science, communications, planning, statistics, technology and policy.

Functional Responsibility: Provides leadership in field of expertise, and develops solutions to complex methodological problems. Expertise makes this individual a peer of leading practitioners of his/her discipline within the company. Contributes major technical sections of proposals and client deliverables. Experienced Principals are typically responsible for meeting substantial annual business development goals.

Focus: Incumbent serves as technical advisor within his/her practice area.

Minimum Education: Masters Degree in business administration, public policy, economics, political science, communications, planning, statistics, technology and policy, or related discipline.

Project Director

Minimum/General Experience: 12 years of relevant work experience in one or more of the following service areas: business administration, public policy, economics, political science, communications, planning, statistics, technology and policy.

Functional Responsibility: Sets and meets realistic marketing goals and targets. Designs overall business development plan. Acts as primary quality control for projects and proposals within practice area. Supervises junior staff and identifies their professional development needs. Establishes priorities for current and proposed projects. Recruits junior staff. Prepares and administers overall budgets.

Responsible for coordinating personnel allocation on various projects. Maintains ongoing contact with existing and potential clients. *Focus: On projects of mid-size scope. Marketing focuses primarily on developing follow-on work and generating new business leads.*

Minimum Education: Bachelors Degree in business administration, public policy, economics, political science, communications, planning, statistics, technology and policy, or related discipline.

Senior Associate

Minimum/General Experience: 6 years of relevant work experience in one or more of the following service areas: business administration, public policy, economics, political science, communications, planning, statistics, technology and policy.

Functional Responsibility: Works independently under general supervision. Experienced Senior Associates are expected to develop project work in areas of technical competence that will support other staff and make *important* contributions to sales and marketing efforts. Responsible for a set of project tasks and delegates appropriately. Structures approach to analysis relating to project issues. Conducts and coordinates analysis. Plans and arranges schedule and budget for a project. Trains and develops junior staff. Supervises junior staff. Coordinates staff utilization. Develops marketing objectives for current clients. *Focus: Supervises substantive mid-level project tasks.*

Minimum Education: Bachelors Degree in business administration, public policy, economics, political science, communications, planning, statistics, technology and policy, or related discipline.

Senior Analysts

Minimum/General Experience: 8 years of relevant work experience in one or more of the following service areas: business administration, public policy, economics, political science, communications, planning, statistics, technology and policy.

Functional Responsibility: Position requires effective task participation and good writing and communication skills. Incumbents in this position begin working under close supervision and, over time, function with greater independence. Prepares draft sections of deliverables and proposals. Incorporates review comments into final deliverables. Coordinates progress with other work team members. Performs data collection (survey work, library research, computer research). May perform computer programming and analysis. *Focus: Technical area of expertise.*

Minimum Education: Bachelors Degree in business administration, public policy, economics, political science, communications, planning, statistics, technology and policy, or related discipline.

Associate

Minimum/General Experience: 4 years of relevant work experience in one or more of the following service areas: business administration, public policy, economics, political science, communications, planning, statistics, technology and policy.

Functional Responsibility: Primary requirements for position include a solid technical and/or quantitative background, good writing skills, computer literacy, and good research skills. Position works under general supervision and requires attention to detail as well as an ability to learn new things quickly. Advanced knowledge in technical area of expertise.

May supervise tasks of Research Assistant/Analysts. Constructs analysis on a variety of issues for public and private sector clients.

Prepares (with Senior Associate or Project Manager) work plans, analytical approaches, and schedules. Identifies and resolves conflicting problems. Drafts and presents analysis to managers. *Focus: Technical area of expertise or quantitative skills.*

Minimum Education: Bachelors Degree in business administration, public policy, economics, political science, communications, planning, statistics, technology and policy, or related discipline.

Analysts

Minimum/General Experience: 3 years of relevant work experience in one or more of the following service areas: business administration, public policy, economics, political science, communications, planning, statistics, technology and policy.

Functional Responsibility: Position requires a solid background in technical area of expertise and/or quantitative skills, effective task participation and good writing and communication skills. Incumbents in this position begin working under close supervision and, over time, function with greater independence. Prepares draft sections of deliverables and proposals. Incorporates review comments into final deliverables. Coordinates progress with other work team members. Performs data collection (survey work, library research, computer research). *Focus: Technical area or quantitative skills.*

Minimum Education: Bachelors Degree in business administration, public policy, economics, political science, communications, planning, statistics, technology and policy, or related discipline.

Service Support

Minimum/General Experience: One year of relevant work experience in business, public policy, economics, political science, communications, planning, technology and policy, math, statistics, engineering, physical science, or related discipline.

Functional Responsibility: This is an entry-level position primarily involved with the preparation of billings, accounts receivable analysis, accounts payable processing, financial reconciliation analysis and overall administrative support. Billing involves preparation of letter, worksheet invoices and attached documentation if required by contract terms. Accounts receivable analysis and reporting requires interaction with clients and program managers to resolve billing and collection issues. Financial reconciliation analysis involves assisting project administrators on financial reviews of contract costs. Administrative support involved maintenance of files and data entry.

Minimum Education: Bachelors Degree in business administration, public policy, economics, political science, communications, planning, statistics, technology and policy, or related discipline.

Junior Analysts

Minimum/General Experience: 2 years of relevant work experience in one or more of the following service areas: business administration, public policy, economics, political science, communications, planning, statistics, technology and policy.

Functional Responsibility: Position requires effective task participation and good writing and communication skills. Incumbents in this position begin working under close supervision and, over time, function with greater independence. Prepares draft sections of deliverables and proposals. Incorporates review comments into final deliverables. Coordinates progress with other work team members. Performs data collection (survey work, library research, computer research).

Focus: General project support work.

Minimum Education: Bachelors Degree in business administration, public policy, economics, political science, communications, planning, statistics, technology and policy, or related discipline.

Program Manager

Minimum/General Experience: 10 years of program management. Demonstrated ability to perform all functions of Senior Analyst/Manager II.

Functional Responsibility: Serves as the project director, charged with the responsibility for development, management, operation, cost, scheduling, and technical performance of the task order activities. The individual shall have had experience as a senior engineer, senior scientist, senior ADP specialist or other senior level manager and shall have strong skills relating to ADP services. This person shall have an understanding of, and experience in, total quality management principles and practices including, but not limited to, a demonstrated ability to provide guidance, direction and supervision in all required areas.

Minimum Education: Bachelors Degree (Master's Degree preferable) in business administration, public policy, economics, political science, communications, planning, statistics, technology and policy, or related discipline.

Senior Analyst/Manager II

Minimum/General Experience: Minimum of 12 years of relevant experience in a technical or research field. Demonstrated expertise in a specialized technical area, and ability to develop new techniques in that area.

Demonstrated record of accomplishments in that specialized field. With a Master's degree 10 years of general experience, of which at least 8 years must be specialized.

Functional Responsibility: Provides analytical support and direction in the areas of model design and quantitative analysis, and/or technical leadership in contract execution, contract management, and client technical liaison. May be responsible for developing and implementing model, program, and system specifications; conducting advanced quantitative and systems analyses, within task and contract objectives; and developing solutions to the most complex problems requiring significant innovation. May modify current models, programs and systems; may specify, develop, and implement new models. Assists and manages others in developing flowchart specifications, creating analytical frameworks and methodologies, and developing models. Provides extensive analytical support. Assists and manages others in developing contract work plans, compiling client briefings and status reports, documenting task and contract procedures, and completing multiple technical reports. May organize, review, and edit all contract deliverables.

Minimum Education: Bachelors degree in business, public policy, economics, political science, communications, planning, technology and policy, math, statistics, engineering, physical science, or related discipline.

Information Technology Expert

Minimum/General Experience: This position requires a minimum of 8 years experience, of which at least 8 years must be specialized. With a Master's degree 10 years of general experience, of which at least 8 years must be specialized.

Functional Responsibility: Applies business process improvement practices to reengineer methodologies/principles and business process modernization projects. Applies, as appropriate, activity and data modeling, transaction flow analysis, internal control and risk analysis and modern business methods and performance measurement techniques. Assist in establishing standards for information systems procedures. Develops and applies organization-wide information models for use in designing and building integrated, shared software and database management systems. Constructs sound, logical business improvement opportunities consistent with corporate information management guiding principles, cost savings, and open system architecture objectives.

Minimum Education: Bachelors degree in business, public policy, economics, political science, communications, planning, technology and policy, math, statistics, engineering, physical science, or related discipline.

Senior Systems Analyst/Manager II

Minimum/General Experience: Minimum 10 years of combined programming and systems analysis experience.

Knowledge of at least two higher-order programming languages. Knowledge of various commercial software packages.

Functional Responsibility: Guides the development of broad unprecedented computer systems consisting of complex and voluminous information requirements; develops new ways to locate and develop data sources; establishes new factors and criteria for making subject-matter decisions; coordinates research, analysis, and design of the system and applies the most recent developments in data processing technology and computer equipment. Evaluates the significance of technological advancement and developing standards where new and improved approaches are needed. Conceives and plans exploratory investigations critical to the overall organization where useful precedents do not exist and new concepts are required. Evaluates existing electronic data processing organization policy for effectiveness, devising and formulating changes in the organization's position on broad policy issues. Prepares documentation for computer models and data systems, and writes other technical reports, as required by contract.

Minimum Education: Bachelors Degree (Master's Degree preferable) in business administration, public policy, economics, political science, communications, planning, statistics, technology and policy, or related discipline.

Senior Analyst/Manager I

Minimum/General Experience: Minimum of 9 years of relevant experience in a technical or research field.

Demonstrated ability to perform all functions of an Analyst/Manager II. Demonstrated unique expertise in a specialized technical area, and ability to develop new techniques in that area. With a Master's degree 9 years of general experience, of which at least 7 years must be specialized.

Functional Responsibility: Provides analytical support and direction in the areas of model design and quantitative analysis, and/or technical leadership in contract execution, contract management, and client technical liaison, and/or new business/marketing. May be responsible for developing and implementing model, program, and system specifications; conducting advanced quantitative and systems analyses, within task and contract objectives; and developing solutions to complex problems requiring significant innovation. May modify current models, programs, and systems; may specify, develop, and implement new models. Assists or manages others in developing flow chart specifications, creating analytical frameworks and methodologies, and developing models. Provides extensive analytical support. Assists or manages others in developing contract work plans, compiling client briefings and status reports,

documenting task and contract procedures, and completing multiple technical reports. Organizes, reviews, and edits all contract deliverables. May be responsible for one contract or more. Responsibilities may include, but are not limited to: contract general and technical execution, contract primary analytical direction, contract work plans development and implementation, and quality control; cost control and on-time performance within specified contract limits, short-run resource allocation, personnel supervision, task managers supervision, task/contract briefings and status reports, in-progress reviews, and primary client liaison.

Minimum Education: A Bachelor's degree or continuing education through practical training in business, public policy, economics, political science, communications, planning, technology and policy, math, statistics, engineering, physical science, or related discipline.

Senior Systems Analyst/Manager I

Minimum/General Experience: Minimum 9 years of combined programming and systems analysis experience. Knowledge of at least two higher-order programming languages. Knowledge of various commercial software packages.

Functional Responsibility: Assists in the development of broad unprecedented computer systems consisting of complex and voluminous information requirements; may help to develop new ways to locate and develop data sources; establishing new factors and criteria for making subject-matter decisions; coordinating research, analysis, and design of the system and applying the most recent developments in data processing technology and computer equipment. Evaluates the significance of technological advancement and developing standards where new and improved approaches are needed. Assists in exploratory investigations critical to the overall organization where useful precedents do not exist and new concepts are required. May help to evaluate existing electronic data processing organization policy for effectiveness, devising and formulating changes in the organization's position on broad policy issues. Prepares documentation for computer models and data systems, and writes other technical reports, as required by contract.

Minimum Education: Bachelors degree in business, public policy, economics, political science, communications, planning, technology and policy, math, statistics, engineering, physical science, or related discipline; and progress toward a Master's degree or continuing education through practical training in business, public policy, economics, political science, communications, planning, technology and policy, math, statistics, engineering, physical science.

Analyst/Manager II

Minimum/General Experience: Minimum of 7 years. Experience requirement may be met with a combination of relevant experience and a graduate degree in a related field.

Functional Responsibility: Provides analytical support and direction in the areas of model design and quantitative analysis, and/or technical management in contract execution and task management. Responsible for developing and implementing model, program, and system specifications; and conducting advanced quantitative and systems analyses, within task and contract objectives. May modify current models, programs, or systems; may specify, develop, and implement new models, programs, or systems. Assists or manages others in developing flowcharts, creating analytical frameworks and methodologies, and developing models. Provides extensive analytical support. Assists or manages others in developing contract work plans, compiling client briefings and status reports, documenting task procedures, and completing multiple technical reports. Organizes, reviews, and edits contract deliverables. Acts as task manager, and/or acts independently to manage, initiate, implement, and complete multiple tasks simultaneously.

Minimum Education: A Bachelor's degree or continuing education through practical training in business, public policy, economics, political science, communications, planning, technology and policy, math, statistics, engineering, physical science, or related discipline.

Systems Analyst/Manager II

Minimum/General Experience: Requires 7 years of experience. Knowledge of at least two higher-level programming languages as well as various commercial software packages.

Functional Responsibility: Carries out research and analysis, as assigned, of complex computer systems in a broad application area; applying established procedures where the nature of the system, feasibility, hardware and software are undecided. Maintains and modifies complex systems or develops new subsystems. May guide users in formulating requirements; advise on alternatives and on the implications of new or revised data processing systems; analyze resulting user proposals, identify errors in requirements, and conduct feasibility studies. Recommends optimum approach and develops system design for approved projects. Interprets information and informally arbitrates between system users when conflicts exist. Serves as a lead analyst in a design subgroup, directs and integrates the work of one or two lower-level analysts, each responsible for several programs. May act as a task manager and/or act independently to manage, implement, and complete multiple tasks simultaneously, with minimal supervision.

Minimum Education: Bachelors degree in business, public policy, economics, political science, communications, planning, technology and policy, math, statistics, engineering, physical science, or related discipline; and progress toward a Master's degree or continuing education through practical training in business, public policy, economics, political science, communications, planning, technology and policy, math, statistics.

Analyst/Manager I

Minimum/General Experience: Minimum of 4 years of experience. Experience requirement may be met with a combination of relevant experience and a graduate degree in a related field.

Functional Responsibility: Provides analytical support and direction in the areas of model design and quantitative analysis, and/or technical management in contract execution and task management.

Responsible for developing and implementing model, program, and system specifications; and conducting advanced quantitative and systems analyses, within task and contract objectives. May modify current models, programs, or systems. May specify, develop and implement new models, programs, or systems. Assists or manages others in the development of flowcharts, and the creation of analytical frameworks and methodologies. Provides extensive analytical support. Assists or manages others in compiling client briefings and status reports, documenting task procedures, and completing multiple technical reports. May organize, review, and edit contract deliverables. May act as task manager and initiate, implement, and complete multiple tasks simultaneously, with minimal supervision.

Minimum Education: A Bachelor's degree or continuing education through practical training in business, public policy, economics, political science, communications, planning, technology and policy, math, statistics, engineering, physical science, or related discipline.

Systems Analyst Manager I

Minimum/General Experience: Requires 4 years of experience. Knowledge of at least two higher- order programming languages as well as various commercial software packages.

Functional Responsibility: Carries out research and analysis as assigned, usually of a single activity or a routine problem; applying established procedures where the nature of the system, feasibility, and hardware and software are already decided. Reviews objectives, scope, and user expectations for a specific application or system; prepares a project synopsis that compares alternatives in terms of cost, time, availability of equipment, and personnel, and recommends a course of action. Prepares specifications for development of computer programs for a specific application or system; determines, resolves problems, and coordinates the work with programmers and users. Assists higher-level systems analysts in preparing detailed specifications required by programmers for complex computer systems. Works independently under specified objectives on a segment of a complex data processing scheme or broad system. May act as a task manager and/or initiate, implement, and complete multiple tasks simultaneously, with minimal supervision.

Minimum Education: Bachelors degree in business, public policy, economics, political science, communications, planning, technology and policy, math, statistics, engineering, physical science, or related discipline.

Programmer/Analyst II

Minimum Education: Minimum of 2 years experience. Knowledge of at least two higher-order programming languages. Must be familiar with various commercial software packages.

Functional Responsibility: Applies standard programming procedures and detailed knowledge of pertinent subject matter to assigned programming projects. Develops, modifies, and maintains assigned programs; designs and implements modifications within programs in consultation with higher-level staff as well as monitoring operation, diagnosing, and correcting logic and coding errors in programs. Tests and documents work; writes and maintains operator instructions for assigned programs. Carries out programming analysis of a single activity or routine problem, applying established procedures where the nature of the program, feasibility, computer equipment, and programming language have already been decided. Works independently under specified objectives to devise program logic and select standard programming procedures. May assist in the work on complex programs under close direction of higher-level staff.

Minimum Education: Bachelors degree in business, public policy, economics, political science, communications, planning, technology and policy, math, statistics, engineering, physical science, or related discipline.

Associate Analyst II

Minimum/General Experience: Minimum of 2 years. Experience requirement may be met with a Master's degree in a related field. Strong microcomputer skills and knowledge of commercial software packages.

Functional Responsibility: Assists in research, writing, and computer applications, under general direction. May acquire data from clients as necessary. May develop and use commercial software applications in support of task or contract goals. Helps specify computer models and determine analytical approaches to meeting task or contract goals. Inputs data to computer models. Operates, maintains and adapts computer models. Analyzes model outputs as required

by task or contract goals. Write drafts of technical reports, contract deliverables, and client briefings. Can interact independently with client in meeting task requirements. May assume role of task manager on some projects.

Minimum Education: Bachelors degree in business, public policy, economics, political science, communications, planning, technology and policy, math, statistics, engineering, physical science, or related discipline.

LAN Administrator

Minimum/General Experience: This position requires a minimum of 6 years experience, of which at least 4 years must be specialized. With a Master's degree (in the fields described above) 4 years of general experience, of which at least 3 years must be specialized.

Functional Responsibility: Can conduct on-site surveys. Assists and documents current site network configuration and user requirements. Provides highly technical expertise in the use of a LAN. Evaluates and recommends available products to support validated user requirements. Follows engineering plans and site installation technical design packages. Develops installation schedules. Works with network installation team. Assists in the preparation of drawing and documenting configuration changes at each site. Prepares site installation and test reports. Ensures system security and licensing issues.

Minimum Education: Bachelors degree in business, public policy, economics, political science, communications, planning, technology and policy, math, statistics, engineering, physical science, or related discipline.

Programmer/Analyst I

Minimum/General Experience: No years of experience. Must be familiar with various commercial software packages.

Functional Responsibility: Maintains and modifies routine programs; making approved changes by amending program flow charts or developing detailed processing logic and code changes. Tests and documents modifications and writes operating instructions. Under the advisement of a systems analyst, may write new programs using prescribed specifications. Evaluates consequences of program modification with respect to input, process, and output. May confer with users and analysts to determine needed program modifications; and under the direction of higher-level staff makes the needed modifications. Prepares documentation for computer models and data systems, and writes other technical reports as needed.

Minimum Education: Bachelors degree in business, public policy, economics, political science, communications, planning, technology and policy, math, statistics, engineering, physical science, or related discipline.

Associate Analyst I

Minimum/General Experience: No years of experience. Strong microcomputer skills and knowledge of commercial software packages.

Functional Responsibility: Assists in research, writing, and computer applications. Acquires data from clients. Develops and uses commercial software applications in support of task or contract goals. Inputs data to computer models. Operates, maintains, and adapts computer models. Analyzes model outputs as required by task or contract goals. Writes initial drafts of technical reports, contract deliverables, and client briefings. May interact with client in meeting task requirements according to task manager guidance.

Minimum Education: Bachelors degree in business, public policy, economics, political science, communications, planning, technology and policy, math, statistics, engineering, physical science, or related discipline.

Research Assistant

Minimum/General Experience: No years of experience.

Functional Responsibility: Provides technical personnel with assistance in research, writing, and computer applications. Physically acquires data from clients per arrangements made by the task or contract manager. Operates and maintains computer models. Inputs data into existing model. Applies commercial software. Analyzes and summarizes basic model outputs. Assists in preparation and development of technical reports, deliverable products, and client briefings.

Minimum Education: Bachelors degree in business, public policy, economics, political science, communications, planning, technology and policy, math, statistics, engineering, physical science, or related discipline.

Technical Writer/Clerical

Minimum/General Experience: No years of experience.

Functional Responsibility: Performs data entry via a computer, data terminal, or typewriter. Maintains personnel and other files; prepares correspondence, schedules, and coordinates travel. Assists in the preparation of presentation graphics and supports the development of contract deliverables and

reports by developing and updating graphic presentations to improve the quality and enhance the usability of these documents. Verifies data entered where applicable.

Education/Experience: Requires a high school diploma.

**Service Contract Labor Standards (SCLS) Matrix
for SINS 541611 and 611430**

SCLS Eligible Contract Labor Category Title	SCLS Occupation Code - Title	WD (Wage Determination) #
SINS 541611 and 611430		
Administrative Support	01020 - Administrative Assistant	2015-4281, 2015-4270 and 2015-4319
Technical Writer/Clerical	30463 - Tech Writer III	2015-4281, 2015-4270 and 2015-4319
Training Specialist	15050 - Computer Based Training Specialist/Instructor	2015-4281, 2015-4270 and 2015-4319
Service Support	01613 - Word Processor III	2015-4281, 2015-4270 and 2015-4319
Research Assistant	01113 - General Clerk III	2015-4281, 2015-4270 and 2015-4319
The Service Contract Labor Standards (SCLS) is applicable to this contract and it includes SCLS applicable labor categories. The prices for the indicated SCLS labor categories are based on the U.S. Department of Labor Wage Determination Number identified in the SCLS matrix. The prices awarded are in line with the geographic scope of the contract.		

Labor Category Descriptions for SINS 541611 and 531210

Senior Consultant 7

Minimum/General Experience: Minimum 15 years of experience.

Functional Responsibility: Responsible for directing financial activities and overseeing project development with ultimate responsibility for ensuring completion of all work products and deliverables on time, within budget, and to the client's satisfaction. Provides specialized expertise and develops solutions to complex methodological problems; has major project management responsibilities of multi-disciplinary teams; is a peer of leading practitioners in area of technical expertise.

Minimum Education: Master's Degree or equivalent.

Senior Consultant 6

Minimum/General Experience: Minimum 12 years of experience.

Functional Responsibility: Provides specialized expertise and develops solutions to complex methodological problems; has major firm-wide management responsibilities of multi-disciplinary teams; is a peer of leading practitioners in area of technical expertise.

Minimum Education: Master's Degree or equivalent.

Senior Consultant 5

Minimum/General Experience: Minimum 10 years of experience.

Functional Responsibility: Provides specialized expertise and develops solutions to complex methodological problems; has major firm-wide management responsibilities of multi-disciplinary teams; is a peer of leading practitioners in area of technical expertise.

Minimum Education: Master's Degree or equivalent.

Senior Consultant 4

Minimum/General Experience: Minimum 9 years of experience.

Functional Responsibility: Provides expert technical skills in both general and specialized subject matter that is critical to a project's success. Ensures standards of quality and applicability to project goals and client specifications within the context of the applicable technical field; is a peer of leading practitioners in area of technical expertise.

Minimum Education: Master's Degree or equivalent.

Senior Consultant 3

Minimum/General Experience: Minimum 8 years of experience.

Functional Responsibility: Plans, conducts and supervises projects of major significance, necessitating advanced knowledge and the ability to originate and apply new and unique methods and procedures; provides senior leadership in field of expertise and develops solutions to complex methodological problems; has project management responsibilities of multi-disciplinary teams; is a peer of leading practitioners in area of technical expertise.

Minimum Education: Master's Degree or equivalent.

Senior Consultant 2

Minimum/General Experience: Minimum 7 years of experience.

Functional Responsibility: Plans, conducts and supervises large/complex projects, necessitating advanced knowledge and the ability to originate and apply new and unique methods and procedures; provides senior leadership in field of expertise and develops solutions to complex methodological problems; is a peer of leading practitioners in area of technical expertise.

Minimum Education: Master's Degree or equivalent.

Senior Consultant 1

Minimum/General Experience: Minimum 6 years of experience.

Functional Responsibility: Plans, conducts and supervises small scope projects, necessitating advanced knowledge and the ability to originate and apply new and unique methods and procedures; alternatively, provides senior technical advice and counsel to other professionals; generally operates with wide latitude for un-reviewed action.

Minimum Education: Master's Degree or equivalent.

Consultant 5

Minimum/General Experience: Minimum 8 years of experience.

Functional Responsibility: With direction from project leaders, capable of using relevant analytical, methodological, and management tools needed to organize, perform and deliver the services being provided, Implements specialized solutions to problems; supervises junior staff; develops project work in areas of technical competence that will support other staff.

Minimum Education: Master's Degree or equivalent.

Consultant 4

Minimum/General Experience: Minimum 6 years of experience.

Functional Responsibility: With direction from project leaders, capable of using relevant analytical, methodological, and management tools needed to organize, perform and deliver the services being provided, Implements specialized solutions to problems; supervises junior staff; develops project work in areas of technical competence that will support other staff.

Minimum Education: Bachelor's Degree or equivalent.

Consultant 2

Minimum/General Experience: Minimum 4 years of experience.

Functional Responsibility: With direction from project leaders, capable of using relevant analytical, methodological, and management tools needed to organize, perform and deliver the services being provided, Implements specialized solutions to problems; supervises junior staff; develops project work in areas of technical competence that will support other staff.

Minimum Education: Bachelor's Degree or equivalent.

Consultant 1

Minimum/General Experience: Minimum 3 years of experience.

Functional Responsibility: With direction from project leaders, capable of using relevant analytical, methodological, and management tools needed to organize, perform and deliver the services being provided, Implements specialized solutions to problems; supervises junior staff; develops project work in areas of technical competence that will support other staff.

Minimum Education: Bachelor's Degree or equivalent.

Research Assistant 4

Minimum/General Experience: Minimum 2 years or more of experience.

Functional Responsibility: Has good communication skills and effective task participation. Prepares draft sections of deliverables and proposals. Incorporates review comments into final deliverables. Coordinates progress with other work team members. Performs data collection (survey work, library research, computer research).

Minimum Education: Bachelor's Degree or equivalent.

Research Assistant 3

Minimum/General Experience: Minimum 2 years or more of experience.

Functional Responsibility: Has good communication skills and effective task participation. Prepares draft sections of deliverables and proposals. Incorporates review comments into final deliverables. Coordinates progress with other work team members. Performs data collection (survey work, library research, computer research).

Minimum Education: Bachelor's Degree or equivalent.

Research Assistant 2

Minimum/General Experience: Minimum 1 year or more of experience.

Functional Responsibility: Has good communication skills and effective task participation. Prepares draft sections of deliverables and proposals. Incorporates review comments into final deliverables. Coordinates progress with other work team members. Performs data collection (survey work, library research, computer research).

Minimum Education: Bachelor's Degree or equivalent.

Research Assistant 1

Minimum/General Experience: 0 years or more of experience.

Functional Responsibility: Has good communication skills and effective task participation. Prepares draft sections of deliverables and proposals. Incorporates review comments into final deliverables. Coordinates progress with other work team members. Performs data collection (survey work, library research, computer research).

Minimum Education: Bachelor's Degree or equivalent.

Labor Category Descriptions for SINS 541620, 611430, and 562910REM

Principal Consultant IV

General Experience: Minimum of 18 years of relevant work experience.

Functional Responsibility: Provides corporate oversight of programs including allocation of corporate resources, resolving issues at the corporate level, and monitoring client service and client satisfaction. **Qualifications:** Master's Degree or equivalent combination of education & experience in areas such as business, information technology, public policy, engineering, economics, social sciences, physical sciences or related disciplines.

Principal Consultant III

General Experience: Minimum of 15 years of relevant work experience.

Functional Responsibility: Provides high level senior support on programs, including serving in a technical leadership role and overall managerial role, including developing and implementing budget and financial controls for projects and programs. Supports corporate in overall program implementation.

Qualifications: Master's Degree or equivalent combination of education & experience in areas such as business, information technology, public policy, engineering, economics, social sciences, physical sciences or related disciplines.

Principal Consultant II

General Experience: Minimum of 10 years of relevant work experience.

Functional Responsibility: Provides high level senior support on programs, including serving in a technical leadership role and overall managerial role, including developing and implementing budget and financial controls for projects and programs. Ability to serve as technical expert in multiple areas. **Qualifications:** Master's Degree or equivalent combination of education & experience in areas such as business, information technology, public policy, engineering, economics, social sciences, physical sciences or related disciplines.

Principal Consultant I

General Experience: Minimum of 8 years of relevant work experience.

Functional Responsibility: Provides high level senior support on programs, including serving in a technical leadership role and overall managerial role, including developing and implementing budget and financial controls for projects and programs.

Qualifications: Master's Degree or equivalent combination of education & experience in areas such as business, information technology, public policy, engineering, economics, social sciences, physical sciences or related disciplines.

Senior Consultant VII

General Experience: Minimum of 20 years of relevant work experience including Leading Practitioner. **Functional**

Responsibility: Provides leadership in field of expertise, and develops solutions to complex methodological problems. Expertise makes this individual a peer of leading practitioners of his/her discipline within the company. Contributes major technical sections of client deliverables. May serve as a technical advisor.

Qualifications: Master's Degree or equivalent combination of education & experience in areas such as business, information technology, public policy, engineering, economics, social sciences, physical sciences or related disciplines.

Senior Consultant VI

General Experience: Minimum of 17 years of relevant work experience including Tech Advisor outside Practice Area.

Functional Responsibility: Provides leadership in field of expertise, and develops solutions to complex methodological problems. Expertise makes this individual a peer of leading practitioners of his/her discipline within the company. Contributes major technical sections of client deliverables. May be known nationally and serve on expert panels.

Qualifications: Master's Degree or equivalent combination of education & experience in areas such as business, information technology, public policy, engineering, economics, social sciences, physical sciences or related disciplines.

Senior Consultant V

General Experience: Minimum of 14 years of relevant work experience including Tech Advisor within Practice Area.

Functional Responsibility: Provides technical leadership in field of expertise, and develops solutions to complex methodological problems. Expertise makes this individual a peer of leading practitioners of his/her discipline within the company. Contributes major technical sections of client deliverables.

Qualifications: Master's Degree or equivalent combination of education & experience in areas such as business, information technology, public policy, engineering, economics, social sciences, physical sciences or related disciplines.

Senior Consultant IV

General Experience: Minimum of 10 years of relevant work experience including Large/Complex Scope Projects.

Functional Responsibility: Provides technical and management leadership of projects. Acts as primary quality control for projects. Supervises staff. Establishes priorities for current and proposed projects. Prepares and administers overall budgets. Responsible for coordinating personnel allocation on various projects. Maintains ongoing contact with clients.

Qualifications: Master's Degree or equivalent combination of education & experience in areas such as business, information technology, public policy, engineering, economics, social sciences, physical sciences or related disciplines.

Senior Consultant III

General Experience: Minimum of 8 years of relevant work experience including Medium Scope Projects.

Functional Responsibility: Project manager responsible for overall management of projects. Acts as primary quality control for projects. Supervises project staff. Establishes priorities for current and proposed projects. Prepares and administers overall budgets. Responsible for coordinating personnel allocation on various projects. Maintains ongoing contact with clients.

Qualifications: Master's Degree or equivalent combination of education & experience in areas such as business, information technology, public policy, engineering, economics, social sciences, physical sciences or related disciplines.

Senior Consultant II

General Experience: Minimum of 6 years of relevant work experience including Small Scope Projects. **Functional**

Responsibility: Responsible for technical and task management of projects, including providing quality control, supervising project staff, preparing and administering budgets, and maintaining contact with clients.

Qualifications: Master's Degree or equivalent combination of education & experience in areas such as business, information technology, public policy, engineering, economics, social sciences, physical sciences or related disciplines.

Senior Consultant I

General Experience: Minimum of 4 years of relevant work experience.

Functional Responsibility: Responsible for technical and task management of projects, including providing quality control, supervising project staff, preparing and administering budgets, and maintaining contact with clients.

Qualifications: Master's Degree or equivalent combination of education & experience in areas such as business, information technology, public policy, engineering, economics, social sciences, physical sciences or related disciplines.

Consultant IV

General Experience: Minimum of 10 years of relevant work experience.

Functional Responsibility: Responsible for diverse set of project tasks and delegates appropriately. Structures approach to analysis relating to project issues. Conducts and coordinates analysis. Plans and arranges schedule and budget for a project. Supervises project staff.

Qualifications: Bachelors Degree or equivalent combination of education & experience in areas such as business, information technology, public policy, engineering, economics, social sciences, physical sciences or related disciplines.

Consultant III

General Experience: Minimum of 8 years of relevant work experience including Complex Project Supervision.

Functional Responsibility: Works independently under general supervision. Responsible for a set of project tasks and delegates appropriately. Structures approach to analysis relating to project issues. Conducts and coordinates analysis. Plans and arranges schedule and budget for a project. Supervises project staff.

Qualifications: Bachelors Degree or equivalent combination of education & experience in areas such as business, information technology, public policy, engineering, economics, social sciences, physical sciences or related disciplines.

Consultant II

General Experience: Minimum of 6 years of relevant work experience including Medium Project Supervision.

Functional Responsibility: Works independently under general supervision. Structures approach to analysis relating to project issues. Conducts and coordinates analysis; delegates appropriately. Plans and arranges schedule and budget for a project. Supervises project staff.

Qualifications: Bachelors Degree or equivalent combination of education & experience in areas such as business, information technology, public policy, engineering, economics, social sciences, physical sciences or related disciplines.

Consultant I

General Experience: Minimum of 4 years of relevant work experience including Small Project Supervision.

Functional Responsibility: Works independently under general supervision. Structures approach to analysis relating to project issues. Conducts and coordinates analysis; delegates appropriately. Plans and arranges schedule and budget for a project. Supervises junior staff.

Qualifications: Bachelors Degree or equivalent combination of education & experience in areas such as business, information technology, public policy, engineering, economics, social sciences, physical sciences or related disciplines.

Junior Consultant IV

General Experience: Minimum of 5 years of relevant work experience.

Functional Responsibility: Works under general supervision and requires attention to detail as well as an ability to learn new things quickly. May supervise tasks of junior-level staff. Constructs analysis on a variety of issues for public and private sector clients. Assists in preparing work plans, analytical approaches, and schedules. Identifies and resolves conflicting problems. Drafts and presents analysis to managers.

Qualifications: Bachelors Degree or equivalent combination of education & experience in areas such as business, information technology, public policy, engineering, economics, social sciences, physical sciences or related disciplines.

Junior Consultant III

General Experience: Minimum of 4 years of relevant work experience.

Functional Responsibility: Works under general supervision and requires attention to detail as well as an ability to learn new things quickly. Advanced knowledge in technical area of expertise. May supervise tasks of project staff. Constructs analysis on a variety of issues for public and private sector clients. Assists in preparing work plans, analytical approaches, and schedules. Identifies and resolves conflicting problems. Drafts and presents analysis to managers.

Qualifications: Bachelors Degree or equivalent combination of education & experience in areas such as engineering, physical sciences or related disciplines.

Junior Consultant II

General Experience: Minimum of 3 years of relevant work experience.

Functional Responsibility: Works under general supervision and requires attention to detail as well as an ability to learn new things quickly. Advanced knowledge in technical area of expertise. May supervise tasks of junior staff. Constructs analysis on a variety of issues for public and private sector clients. Assists in preparing work plans, analytical approaches, and schedules. Identifies and resolves conflicting problems. Drafts and presents analysis to managers.

Qualifications: Bachelors Degree or equivalent combination of education & experience in areas such as social sciences, physical sciences or related disciplines.

Junior Consultant I

General Experience: Minimum of 2 years of relevant work experience.

Functional Responsibility: Works under general supervision and requires attention to detail as well as an ability to learn new things quickly. May supervise tasks of project staff. Constructs analysis on a variety of issues for public and private sector clients. Assists in the preparation of work plans, analytical approaches, and schedules. Identifies and resolves conflicting problems. Drafts and presents analysis to managers.

Qualifications: Bachelors Degree or equivalent combination of education & experience in areas such as business, information technology, public policy or related disciplines.

Researcher IV

General Experience: Minimum of 3 years of relevant work experience.

Functional Responsibility: Works under very minimal supervision and with a focus on technical and quantitative projects. Possesses excellent background in technical area of expertise and/or quantitative skills. Leads development of small, well-defined draft technical and quantitative analysis sections of deliverables and presentations. Assists in

developing and running models. Performs increasingly advanced tasks that involve engineering, modeling, and related quantitative analysis, which involve the use of complicated spreadsheets and regional economic models, statistical analysis, basic GIS analysis, and developing computer models for performing analysis. Incorporates review comments into draft and final deliverables. Coordinates progress with other work team members.

Performs advanced analytical tasks that require facility with tools that include proprietary models, spreadsheets, and statistical analysis packages. Directs and reviews the analytical work of more junior staff.

Qualifications: Bachelors Degree or equivalent combination of education & experience in business, economics, engineering, information technology, mathematics, the physical sciences, or related disciplines.

Researcher III

General Experience: Minimum of 3 years of relevant work experience.

Functional Responsibility: Works under very minimal supervision and with a focus on qualitative projects. Possesses excellent background in area of expertise. Prepares draft technical sections of deliverables and presentations.

Incorporates review comments into draft and final deliverables. Coordinates progress with other work team members. Has an understanding of various analytical tools and is able to interpret and apply the results of analyses prepared by others who use those tools.

Assists in directing the activity of more junior staff and reviewing their work.

Qualifications: Bachelors Degree or equivalent combination of education & experience in history, marketing and communications, philosophy, planning, public policy, the social sciences, or related disciplines.

Researcher II

General Experience: Minimum of 2 years of relevant work experience.

Functional Responsibility: Works under limited supervision and with a focus on technical and quantitative projects.

Possesses a strong background in technical area of expertise and/or quantitative skills. Prepares draft sections of deliverables and presentations. Incorporates review comments into draft and final technical and quantitative analysis deliverables. Coordinates progress with other work team members. Performs relatively advanced tasks that involve engineering, modeling, and related quantitative analysis, which involve the use of complicated spreadsheets and regional economic models, statistical analysis, basic GIS analysis, and using computer models to perform analysis.

Performs research that involves reviewing and summarizing analytical reports on relevant topics, and performs analysis that requires strong spreadsheet skills. Reviews the work of more junior staff.

Qualifications: Bachelors Degree or equivalent combination of education & experience in business, economics, engineering, information technology, mathematics, the physical sciences, or related disciplines.

Researcher I

General Experience: Minimum of 2 years of relevant work experience.

Functional Responsibility: Works under limited supervision and with a focus on qualitative projects. Prepares draft sections of deliverables and presentations, and incorporates review comments into later drafts and final. Helps direct provision of meeting logistics support. Reviews drafts of material written by more junior staff. Coordinates progress with other work team members. Performs and helps oversee data collection, research (**survey work, library research, computer research**), and **straightforward analyses prepared by more junior staff.**

Qualifications: Bachelors Degree or equivalent combination of education & experience in history, marketing and communications, philosophy, planning, public policy, the social sciences, or related disciplines.

Professional Support III

General Experience: 0-2 years of relevant work experience.

Functional Responsibility: Works under supervision and requires attention to detail as well as an ability to learn new things quickly. Performs advanced tasks that involve engineering, modeling, and related quantitative analysis, which involves the use of complicated spreadsheets and regional economic models, statistical analysis, basic GIS analysis, and computer programming and analysis.

Prepares draft technical sections of reports.

Qualifications: Bachelors degree or equivalent combination of education & experience in economics, engineering, information technology, mathematics, or related disciplines.

Professional Support II

General Experience: 0-2 years of relevant work experience.

Functional Responsibility: Works under supervision and requires attention to detail as well as an ability to learn new things quickly. Performs tasks that involve digesting and summarizing research papers or analytical reports, performing analysis that requires strong spreadsheet skills, conducting technically focused literature and internet searches, and basic computer programming and analysis. Writes draft sections of reports.

Qualifications: Bachelors Degree or equivalent combination of education & experience in business, physical sciences, or related disciplines.

Professional Support I

General Experience: 0-2 years of relevant work experience.

Functional Responsibility: Works under supervision and requires attention to detail as well as an ability to learn new things quickly. Performs basic tasks such as data collection (survey work, library research, and internet research), literature and background searches, proofreading, meeting logistics support, and straightforward analysis that may require rudimentary spreadsheet skills and familiarity with basic statistical metrics. Writes preliminary draft sections of reports. Coordinates documents production.

Qualifications: Bachelors Degree or equivalent combination of education & experience in history, marketing and communications, philosophy, planning, public policy, the social sciences, or related disciplines.

Research Technician III

General Experience: 1 year of relevant work experience.

Functional Responsibility: Provides data collection and administrative support for one or more projects. Typical duties may include all of some combination of the following: assistance with data collection (survey work, library research, computer research), administrative support (typing, filing, copying, mailing), data entry and maintenance, coordination of document production.

Qualifications: High School/Equiv.

Clerical Support III

General Experience: Minimum of 5 years of relevant work experience.

Functional Responsibility: Serves as technical specialist. Performs word processing/desktop publishing. May supervise document production.

Qualifications: High School/Equiv.

Clerical Support II

General Experience: Minimum of 3 years of relevant work experience.

Functional Responsibility: Prepares complex and detailed documents from a variety of input sources. Produce a wide range of format versions through complete knowledge of word processing programs. Edit and proofread. May provide technical assistance to less experienced personnel.

Qualifications: High School/Equiv.

Clerical Support I

General Experience: Minimum of 1 year of relevant work experience.

Functional Responsibility: Prepares moderately complex documents using word processing programs within established quality and time guidelines. Edit and proofread material for accuracy and completeness.

Qualifications: High School/Equiv.

Equivalent Experience Requirements for SINS 541620, 611430, 562910REM

Any combination of additional years of relevant experience plus full time college level study totaling four years will be an acceptable substitute for a Bachelors degree.

A Bachelors degree plus any combination of additional years of relevant experience and graduate level study totaling two years will be an acceptable substitute for a Masters degree.

Additional years of graduate level study in an appropriate field will be considered equal to years of experience on a one-for-one basis.

Staff whose training and experience exceed the requirements of their role for a particular assignment may have their years of experience decreased for purposes of placement in a labor category for that assignment.

Labor Category Descriptions for SINS

541810, 541820, 541910, 512110, 541850, 561920, 541613, 541511

Project Executive II

Minimum/General Experience: Minimum 20 years of relevant work experience and have highly specialized areas of expertise.

Functional Responsibility: Identifies, develops and coordinates marketing campaign strategies involving advertising and collateral materials. Also defines market research needs and requirements and appropriate strategies for informational research activities. Defines and coordinates campaign rollout implementation strategy. Works with the customer to identify image branding requirements, media outlets and technology-driven marketing and public information resources. Assists in strategic planning for communications initiatives.

Minimum Education: Master's Degree or equivalent.

Project Executive I

Minimum/General Experience: Minimum 15 years of relevant work experience.

Functional Responsibility: Identifies, develops and coordinates marketing campaign strategies involving advertising and collateral materials. Also defines market research needs and requirements and appropriate strategies for informational research activities. Defines and coordinates campaign rollout implementation strategy. Works with the customer to identify image branding requirements, media outlets and technology-driven marketing and public information resources. Assists in strategic planning for communications initiatives.

Minimum Education: Master's Degree or equivalent.

Public Relations Specialist III

Minimum/General Experience: Minimum 10 years of relevant work experience and qualified to manage public relations independently.

Functional Responsibility: Handles overall program management activities for certain task orders at the individual agency level. Responsible for managing the delivery of quality services and products to the clients. Skill levels typically required to implement the specific tactics needed, e.g., conceptualize, write and edit a newsletter or research the placement of an outdoor billboard.

Minimum Education: Master's Degree or equivalent.

Public Relations Specialist II

Minimum/General Experience: Minimum 8 years of relevant work experience.

Functional Responsibility: Skill levels typically required to implement the specific tactics needed, e.g., conceptualize, write and edit a newsletter or research the placement of an outdoor billboard.

Minimum Education: Bachelors Degree or equivalent.

Public Relations Specialist I

Minimum/General Experience: Minimum 5 years of relevant work experience.

Functional Responsibility: Skill levels typically required to implement the specific tactics needed, e.g., conceptualize, write and edit a newsletter or research the placement of an outdoor billboard.

Minimum Education: Bachelors Degree or equivalent.

Media Relations Specialist IV

Minimum/General Experience: Minimum 15 years of relevant work experience.

Functional Responsibility: Responsible for managing our performance of any media relations tasks issued. Possesses the required financial and project management skills required to ensure timely delivery of services and products and to ensure that a client's strategic objectives are achieved on individual task orders. Handle overall program management activities for certain task orders at the individual agency level. Will manage the day-to-day delegation of work to more junior staff which will be needed to perform on-going task activities.

Minimum Education: Master's Degree or equivalent.

Media Relations Specialist III

Minimum/General Experience: Minimum 10 years of experience.

Functional Responsibility: Responsible for managing our performance of any media relations tasks issued. Possesses the required financial and project management skills required to ensure timely delivery of services and products and to ensure that a client's strategic objectives are achieved on individual task orders. Handle overall program management activities for certain task orders at the individual agency level. Will manage the day-to-day delegation of work to more junior staff which will be needed to perform on-going task activities.

Minimum Education: Master's Degree or equivalent.

Media Relations Specialist II

Minimum/General Experience: Minimum 8 years of experience of relevant work experience.

Functional Responsibility: Will make substantial contributions to the performance of the work on a daily basis. Report to more senior employees regarding project and financial management issues. Skill levels typically required to implement the specific tactics needed, e.g., conceptualize, write and produce a media kit.

Minimum Education: Bachelors Degree or equivalent.

Media Relations Specialist I

Minimum/General Experience: Minimum 5 years of experience of relevant work experience.

Functional Responsibility: Will make substantial contributions to the performance of the work on a daily basis. Report to more senior employees regarding project and financial management issues. Skill levels typically required to implement the specific tactics needed, e.g., conceptualize, write and produce a media kit.

Minimum Education: Bachelors Degree or equivalent.

Program Analyst IV

Minimum/General Experience: Minimum 15 years of experience of relevant work experience. Requires significant substantive expertise to outreach projects for a variety of federal agencies.

Functional Responsibility: Involved in strategic planning at a project's outset. Assist our public relations specialists and our media relations in the day-to-day implementation of public information services. Activities anticipated include reviewing technical background documents for accuracy, developing technical charts and generating data inputs for graphs.

Minimum Education: Master's Degree or equivalent.

Program Analyst III

Minimum/General Experience: Minimum 8 years of relevant work experience. Requires significant substantive expertise to outreach projects for a variety of federal agencies.

Functional Responsibility: Assist our public relations specialists and our media relations in the day-to-day implementation of public information services. Activities anticipated include reviewing technical background documents for accuracy, developing technical charts and generating data inputs for graphs.

Minimum Education: Bachelors Degree or equivalent.

Program Analyst II

Minimum/General Experience: Minimum 3 years of relevant work experience.

Functional Responsibility: Assist our public relations specialists and our media relations in the day-to-day implementation of public information services. Activities anticipated include reviewing technical background documents for accuracy, developing technical charts and generating data inputs for graphs.

Minimum Education: Bachelors Degree or equivalent.

Program Analyst I

Minimum/General Experience: Minimum 2 years of relevant work experience.

Functional Responsibility: Assist our public relations specialists and our media relations in the day-to-day implementation of public information services. Activities anticipated include reviewing technical background documents for accuracy, developing technical charts and generating data inputs for graphs.

Minimum Education: Bachelors Degree or equivalent.

Production Specialist II

Minimum/General Experience: Minimum 5 years of relevant work experience.

Functional Responsibility: Assist in securing all information needed to assist clients in making production-related decisions including the costs associated with different product design options, recommendations of key materials for use in the production process, and locating vendors for rare or unusual products.

Minimum Education: Bachelors Degree or equivalent.

Production Specialist I

Minimum/General Experience: Minimum 2 years of relevant work experience.

Functional Responsibility: Assist our public relations specialists and graphics designers in preparing all public information materials tasked under this schedule. Such preparation may include preparing mock-ups of material prior to printing for clients to use in reviewing pre-production documents.

Minimum Education: Bachelors Degree or equivalent.

Art Director

Minimum/General Experience: Minimum 10 years of relevant work experience with both extensive graphics design skills and personnel management experience.

Functional Responsibility: senior position in the creative development process.

Minimum Education: Bachelors Degree or equivalent.

Graphic Designer III

Minimum/General Experience: Minimum 7 years of relevant work experience with both extensive graphics design skills and personnel management experience.

Functional Responsibility: Experienced artists with much of their experience across a narrow band of outreach products (e.g., advertisements).

Minimum Education: Bachelors Degree or equivalent.

Graphic Designer II

Minimum/General Experience: Minimum 5 years of relevant work experience with a high-level of experience in a broader band of outreach products ranging from print-based advertisements to web pages.

Functional Responsibility: Experience in a broader band of outreach products ranging from print- based advertisements to web pages.

Minimum Education: Bachelors Degree or equivalent.

Graphic Designer I

Minimum/General Experience: Minimum 2 years of relevant work experience.

Functional Responsibility: Design a wide variety of outreach materials with direction from an Art Director.

Minimum Education: Bachelors Degree or equivalent.

Financial Manager

Minimum/General Experience: Minimum 8 years of relevant work experience.

Functional Responsibility: Tracks all paperwork, verifying costs incurred, preparing invoices, and ensuring compliance with contract requirements.

Minimum Education: Bachelors Degree or equivalent.

Marketing Specialist II

Minimum/General Experience: Minimum 8 years of relevant work experience. Considered a broad generalist with a number of years of experience in working with specific federal or state agencies.

Functional Responsibility: Contribute to overall project implementation by advising our Public Relations Specialists and Media Relations Specialists as needed.

Minimum Education: Bachelors Degree or equivalent.

Marketing Specialist I

Minimum/General Experience: Minimum 5 years of relevant work experience. Considered a broad generalist with limited experience in working with specific federal or state agencies.

Functional Responsibility: Contribute to overall project implementation by conducting research and preparing information for the Public Relations Specialists and Media Relations Specialists to use in formulating strategies for new materials.

Minimum Education: Bachelors Degree or equivalent.

Clerical

Minimum/General Experience: Minimum 2 years of relevant work experience.

Functional Responsibility: Design attractive layouts incorporating basic graphics in standard word processing software.

Minimum Education: High School Degree or equivalent.

Equivalent Experience Requirements

Any combination of additional years of relevant experience plus full time college level study totaling four years will be an acceptable substitute for a Bachelors degree.

A Bachelors degree plus any combination of additional years of relevant experience and graduate level study totaling two years will be an acceptable substitute for a Masters degree.

Additional years of graduate level study in an appropriate field will be considered equal to years of experience on a one-for-one basis.

Staff with highly relevant training and experience for a particular assignment may be considered to have additional years of experience for purposes of assignment to a labor category for that assignment.

Staff whose training and experience exceed the requirements of their role for a particular assignment may have their years of experience decreased for purposes of placement in a labor category for that assignment.

Labor Category Descriptions SIN 54151S

Analyst I

Minimum/General Experience: None.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Support information gathering, developing reports, or documenting analytical studies. Research, analyze, write, manage, or edit content for communications channels and products. Review work products for quality and completeness. Support research, analysis, business process design, requirements gathering, or testing. Support training or change management efforts. Prepare draft sections of deliverables and work products and incorporates review comments into final deliverables. This labor category may be applied to non-technical roles required as part of the overall project.

Minimum Education: Bachelor's Degree.

Analyst II

Minimum/General Experience: 1 year of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Support information gathering, developing reports, or documenting analytical studies. Research, analyze, write, manage, or edit content for communications channels and products. Review work products for quality and completeness. Support research, analysis, business process design, requirements gathering, or testing. Support training or change management efforts. Prepare draft sections of deliverables and work products and incorporates review comments into final deliverables. This labor category may be applied to non-technical roles required as part of the overall project.

Minimum Education: Bachelor's Degree.

Analyst III

Minimum/General Experience: 2 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Support information gathering, developing reports, or documenting analytical studies. Research, analyze, write, manage, or edit content for communications channels and products. Review work products for quality and completeness. Support research, analysis, business process design, requirements gathering, or testing. Support training or change management efforts. Prepare draft sections of deliverables and work products and incorporates review comments into final deliverables. This labor category may be applied to non-technical roles required as part of the overall project.

Minimum Education: Bachelor's Degree.

Associate I

Minimum/General Experience: 3 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Support information gathering, developing reports, or documenting analytical studies. Research, analyze, write, manage, or edit content for communications channels and products. Review work products for quality and completeness. Support research, analysis, business process design, requirements gathering, or testing. Support training or change management efforts. Prepare draft sections of deliverables and work products and incorporates review comments into final deliverables. This labor category may be applied to non-technical roles required as part of the overall project.

Minimum Education: Bachelor's Degree.

Junior Creative Designer Minimum/General Experience: None

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Design, create, or manage graphic, video, multimedia, documents, files, and other creative products. Support development of information architectures, taxonomies, and maps. Develop mock-ups, wireframes, interfaces, proofs-of-concept, and final designs. Develop project and system documentation, training materials, and user guides.

Minimum Education: Bachelor's Degree.

Creative Designer

Minimum/General Experience: 3 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Design, create, or manage graphic, video, multimedia, documents, files, and other creative products. Support development of information architectures, taxonomies, and maps. Develop

mock-ups, wireframes, interfaces, proofs-of-concept, and final designs. Develop project and system documentation, training materials, and user guides.

Minimum Education: Bachelor's Degree.

Senior Creative Designer

Minimum/General Experience: 6 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Design, create, or manage graphic, video, multimedia, documents, files, and other creative products. Support development of information architectures, taxonomies, and maps. Develop mock-ups, wireframes, interfaces, proofs-of-concept, and final designs. Develop project and system documentation, training materials, and user guides.

Minimum Education: Bachelor's Degree.

Junior Cyber Security Specialist Minimum/General Experience: None

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Analyze cyber security requirements, technologies, risks, or issues. Participate in design of solutions, defenses, or mitigation approaches. Research, document, and apply cyber best practices, controls, policies, procedures, and standards. Apply cyber or information privacy approaches to systems, networks, services, devices, tools, communications, policies, or business processes. This labor category may apply to information assurance, certification & accreditation, forensics, information privacy, intrusion detection, policy, incident response, or other cyber security roles.

Minimum Education: Bachelor's Degree.

Cyber Security Specialist

Minimum/General Experience: 3 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Analyze cyber security requirements, technologies, risks, or issues. Participate in design of solutions, defenses, or mitigation approaches. Research, document, and apply cyber best practices, controls, policies, procedures, and standards. Apply cyber or information privacy approaches to systems, networks, services, devices, tools, communications, policies, or business processes. This labor category may apply to information assurance, certification & accreditation, forensics, information privacy, intrusion detection, policy, incident response, or other cyber security roles

Minimum Education: Bachelor's Degree.

Senior Cyber Security Specialist

Minimum/General Experience: 6 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Analyze cyber security requirements, technologies, risks, or issues. Participate in design of solutions, defenses, or mitigation approaches. Research, document, and apply cyber best practices, controls, policies, procedures, and standards. Apply cyber or information privacy approaches to systems, networks, services, devices, tools, communications, policies, or business processes. This labor category may apply to information assurance, certification & accreditation, forensics, information privacy, intrusion detection, policy, incident response, or other cyber security roles

Minimum Education: Bachelor's Degree.

Principal Cyber Security Specialist

Minimum/General Experience: 8 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Analyze cyber security requirements, technologies, risks, or issues. Participate in design of solutions, defenses, or mitigation approaches. Research, document, and apply cyber best practices, controls, policies, procedures, and standards. Apply cyber or information privacy approaches to systems, networks, services, devices, tools, communications, policies, or business processes. This labor category may apply to information assurance, certification & accreditation, forensics, information privacy, intrusion detection, policy, incident response, or other cyber security roles

Minimum Education: Bachelor's Degree.

Junior Data Specialist/Informaticist

Minimum/General Experience: None

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Provide technical expertise, design, configuration, administration, and/or maintenance of databases, data warehouses, and data systems.

Perform data analysis, data structure, metadata, data architecture, and/or data visualization. Support data management and governance which may include data collection, cleaning, organization, modeling, and/or quality assurance. Participate in design and implementation of data collection methods, samples, protocols, and instruments. Perform data analysis, reporting, and development of findings. May include data scientist, survey research, or informaticist roles.

Minimum Education: Bachelor's Degree.

Data Specialist/Informaticist

Minimum/General Experience: 3 years of relevant experience

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Provide technical expertise, design, configuration, administration, and/or maintenance of databases, data warehouses, and data systems. Perform data analysis, data structure, metadata, data architecture, and/or data visualization. Support data management and governance which may include data collection, cleaning, organization, modeling, and/or quality assurance.

Participate in design and implementation of data collection methods, samples, protocols, and instruments. Perform data analysis, reporting, and development of findings. May include data scientist, survey research, or informaticist roles.

Minimum Education: Bachelor's Degree.

Senior Data Scientist/Informaticist

Minimum/General Experience: 6 years of relevant experience

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Provide technical expertise, design, configuration, administration, and/or maintenance of databases, data warehouses, and data systems. Perform data analysis, data structure, metadata, data architecture, and/or data visualization. Support data management and governance which may include data collection, cleaning, organization, modeling, and/or quality assurance.

Participate in design and implementation of data collection methods, samples, protocols, and instruments. Perform data analysis, reporting, and development of findings. May include data scientist, survey research, or informaticist roles.

Minimum Education: Bachelor's Degree.

Principal Data Scientist/Informaticist

Minimum/General Experience: 8 years of relevant experience

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Provide technical expertise, design, configuration, administration, and/or maintenance of databases, data warehouses, and data systems. Perform data analysis, data structure, metadata, data architecture, and/or data visualization. Support data management and governance which may include data collection, cleaning, organization, modeling, and/or quality assurance.

Participate in design and implementation of data collection methods, samples, protocols, and instruments. Perform data analysis, reporting, and development of findings. May include data scientist, survey research, or informaticist roles.

Minimum Education: Bachelor's Degree.

Expert Technologist I

Minimum/General Experience: 8 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Provide in-depth knowledge of a specific technical area, tools, or trends. Provide business, technical, data, or enterprise architecture consulting and implementation. Advise the project team or client on the application, impact, risks, or benefits of technologies. May work directly with technologies, tools, or systems to solve complex problems or achieve client goals.

Minimum Education: Bachelor's Degree.

Expert Technologist II

Minimum/General Experience: 10 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Provide in-depth knowledge of a specific technical area, tools, or trends. Provide business, technical, data, or enterprise architecture consulting and implementation. Advise the project team or client on the application, impact, risks, or benefits of technologies. May work directly with technologies, tools, or systems to solve complex problems or achieve client goals.

Minimum Education: Bachelor's Degree.

Expert Technologist III

Minimum/General Experience: 12 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Provide in-depth knowledge of a specific technical area, tools, or trends. Provide business, technical, data, or enterprise architecture consulting and implementation. Advise the project team or client on the application, impact, risks, or benefits of technologies. May work directly with technologies, tools, or systems to solve complex problems or achieve client goals.
Minimum Education: Bachelor's Degree.

Network Engineer

Minimum/General Experience: 3 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Plan, design, install, maintain, and/or monitor networks. Evaluate hardware and software suitable for networks. Design, test, and implement interface programs. Develop security procedures. Manage network performance. Recommend changes in methods or procedures.

Minimum Education: Bachelor's Degree.

Senior Network Engineer

Minimum/General Experience: 6 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Plan, design, install, maintain, and/or monitor networks. Evaluate hardware and software suitable for networks. Design, test, and implement interface programs. Develop security procedures. Manage network performance. Recommend changes in methods or procedures.

Minimum Education: Bachelor's Degree.

Task Manager

Minimum/General Experience: 4 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Organize, oversees, track, and/or coordinate tasks. Coordinate projects through systems development life cycles, if applicable. May support Agile development, including Product Manager roles. Ensure conformance with work requirements and applies policies, procedures, and project goals and objectives. Review work products for quality and completeness. Track and report metrics for schedule, resources, quality, and cost.

Minimum Education: Bachelor's Degree

Project Manager

Minimum/General Experience: 6 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Organize, oversees, track, and/or coordinate tasks. Coordinate projects through systems development life cycles, if applicable. May support Agile development, including Product Manager roles. Ensure conformance with work requirements and applies policies, procedures, and project goals and objectives. Review work products for quality and completeness. Track and report metrics for schedule, resources, quality, and cost.

Minimum Education: Bachelor's Degree.

Senior Project Manager

Minimum/General Experience: 8 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Organize, oversees, track, and/or coordinate tasks. Coordinate projects through systems development life cycles, if applicable. May support Agile development, including Product Manager roles. Ensure conformance with work requirements and applies policies, procedures, and project goals and objectives. Review work products for quality and completeness. Track and report metrics for schedule, resources, quality, and cost.

Minimum Education: Bachelor's Degree.

Programming

Junior Programmer Minimum/General Experience: None

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Plan, develop, modify, analyze, and/or test software programs, Web sites, mobile applications, or other technologies. Participate in the

design, coding, testing, configuration, and/or implementation of software products, tools, or services. Install and maintain software products.

Minimum Education: Bachelor's Degree.

Programmer

Minimum/General Experience: 3 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Plan, develop, modify, analyze, and/or test software programs, Web sites, mobile applications, or other technologies. Participate in the design, coding, testing, configuration, and/or implementation of software products, tools, or services. Install and maintain software products.

Minimum Education: Bachelor's Degree.

Senior Programmer

Minimum/General Experience: 6 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Plan, develop, modify, analyze, and/or test software programs, Web sites, mobile applications, or other technologies. Participate in the design, coding, testing, configuration, and/or implementation of software products, tools, or services. Install and maintain software products.

Minimum Education: Bachelor's Degree.

Principal Programmer

Minimum/General Experience: 8 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Plan, develop, modify, analyze, and/or test software programs, Web sites, mobile applications, or other technologies. Participate in the design, coding, testing, configuration, and/or implementation of software products, tools, or services. Install and maintain software products.

Minimum Education: Bachelor's Degree.

Junior Software Engineer

Minimum/General Experience: None

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Provide system development, planning, research, architecture, system conversion, maintenance, implementation support, installation, configuration, and/or code integration services. Provide support for structured software engineering methods and automated application development software. Performs administration and operations support for systems, servers, cloud infrastructure, or other hosted environments.

Minimum Education: Bachelor's Degree.

Software Engineer

Minimum/General Experience: 3 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Provide system development, planning, research, architecture, system conversion, maintenance, implementation support, installation, configuration, and/or code integration services. Provide support for structured software engineering methods and automated application development software. Performs administration and operations support for systems, servers, cloud infrastructure, or other hosted environments.

Minimum Education: Bachelor's Degree.

Senior Software Engineer

Minimum/General Experience: 6 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Provide system development, planning, research, architecture, system conversion, maintenance, implementation support, installation, configuration, and/or code integration services. Provide support for structured software engineering methods and automated application development software. Performs administration and operations support for systems, servers, cloud infrastructure, or other hosted environments.

Minimum Education: Bachelor's Degree.

Principal Software Engineer

Minimum/General Experience: 8 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Provide system development, planning, research, architecture, system conversion, maintenance, implementation support, installation, configuration, and/or code integration services. Provide support for structured software engineering methods and automated application development software. Performs administration and operations support for systems, servers, cloud infrastructure, or other hosted environments.

Minimum Education: Bachelor's Degree.

Subject Matter Expert I

Minimum/General Experience: 6 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Serve as subject matter expert in a functional, technical, scientific, academic, regulatory, operations, government mission, or other specialty area. May advise the project team or client organization in specific areas of expertise. Participate as needed across project phases. Apply principles, methods, and knowledge towards the project approach, deliverables, reports, representations, or quality control. This labor category may be applied to non-technical roles required as part of the overall project.

Minimum Education: Bachelor's Degree.

Subject Matter Expert II

Minimum/General Experience: 8 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Serve as subject matter expert in a functional, technical, scientific, academic, regulatory, operations, government mission, or other specialty area. May advise the project team or client organization in specific areas of expertise. Participate as needed across project phases. Apply principles, methods, and knowledge towards the project approach, deliverables, reports, representations, or quality control. This labor category may be applied to non-technical roles required as part of the overall project.

Minimum Education: Bachelor's Degree.

Subject Matter Expert III

Minimum/General Experience: 10 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Serve as subject matter expert in a functional, technical, scientific, academic, regulatory, operations, government mission, or other specialty area. May advise the project team or client organization in specific areas of expertise. Participate as needed across project phases. Apply principles, methods, and knowledge towards the project approach, deliverables, reports, representations, or quality control. This labor category may be applied to non-technical roles required as part of the overall project.

Minimum Education: Bachelor's Degree.

Subject Matter Expert IV

Minimum/General Experience: 15 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Serve as subject matter expert in a functional, technical, scientific, academic, regulatory, operations, government mission, or other specialty area. May advise the project team or client organization in specific areas of expertise. Participate as needed across project phases. Apply principles, methods, and knowledge towards the project approach, deliverables, reports, representations, or quality control. This labor category may be applied to non-technical roles required as part of the overall project.

Minimum Education: Bachelor's Degree.

Systems Analyst

Minimum/General Experience: 3 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Develop and modify systems and subsystems. Support gathering information from users, defining work problems, designing and testing systems, and/or developing procedures to resolve the problems. Review requirements, research issues, perform

analyses, compare alternatives, prepare specifications, resolve technical problems, coordinate work with programmers, or orient users to new systems.

Minimum Education: Bachelor's Degree.

Senior Systems Analyst

Minimum/General Experience: 6 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Develop and modify systems and subsystems. Support gathering information from users, defining work problems, designing and testing systems, and/or developing procedures to resolve the problems. Review requirements, research issues, perform analyses, compare alternatives, prepare specifications, resolve technical problems, coordinate work with programmers, or orient users to new systems.

Minimum Education: Bachelor's Degree.

Principal Systems Analyst

Minimum/General Experience: 8 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Develop and modify systems and subsystems. Support gathering information from users, defining work problems, designing and testing systems, and/or developing procedures to resolve the problems. Review requirements, research issues, perform analyses, compare alternatives, prepare specifications, resolve technical problems, coordinate work with programmers, or orient users to new systems.

Minimum Education: Bachelor's.

Junior User Experience Specialist

Minimum/General Experience: None

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Design, assess, or map customer/citizen experience and related behavioral analysis. Plan, implement, or support usability tests and human factors assessments. Research, plan, prototype, or design interfaces and other human-technology interactions. Support workshops, user studies, or focus groups. Draft, develop, and review associated designs, reports, and studies.

Minimum Education: Bachelor's Degree.

User Experience Specialist

Minimum/General Experience: 3 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Design, assess, or map customer/citizen experience and related behavioral analysis. Plan, implement, or support usability tests and human factors assessments. Research, plan, prototype, or design interfaces and other human-technology interactions. Support workshops, user studies, or focus groups. Draft, develop, and review associated designs, reports, and studies.

Minimum Education: Bachelor's Degree.

Senior User Experience Specialist

Minimum/General Experience: 6 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Design, assess, or map customer/citizen experience and related behavioral analysis. Plan, implement, or support usability tests and human factors assessments. Research, plan, prototype, or design interfaces and other human-technology interactions. Support workshops, user studies, or focus groups. Draft, develop, and review associated designs, reports, and studies.

Minimum Education: Bachelor's Degree

User Support/Clerical I Minimum/General Experience: None

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Support users or customers by responding to calls and queries, researching problems, or providing instruction. Troubleshoot issues, escalating to more expert staff as needed. Provide a wide range of administrative or clerical support to clients or project teams. Support business or technical process operations.

Minimum Education: High School Diploma or equivalent

User Support/Clerical II

Minimum/General Experience: None

Functional Responsibility: Responsibilities will vary but may include any of the following or similar: Support users or customers by responding to calls and queries, researching problems, or providing instruction. Troubleshoot issues, escalating to more expert staff as needed. Provide a wide range of administrative or clerical support to clients or project teams. Support business or technical process operations.

Minimum Education: Bachelor's Degree

Technical Writer

Minimum/General Experience: 4 years of relevant experience.

Functional Responsibility: Responsibilities will vary but may include any of the following: Performs technical writing services. Creates or edits user manuals, system content, user support information, system documentation, stakeholder communications, presentations, studies, analyses, and/or reports.

Minimum Education: Bachelor's Degree.

Equivalent Experience Requirements for ICF Labor Categories

Any combination of additional years of relevant experience plus full time college level study totaling four years will be an acceptable substitute for a Bachelor's degree.

Staff with highly relevant training and experience for a particular assignment may be considered to have additional years of experience for purposes of assignment to a labor category for that assignment.

Staff whose training and experience exceed the requirements of their role for a particular assignment may have their years of experience decreased for purposes of placement in a labor category for that assignment.

Service Contract Labor Standards (SCLS) Matrix for SIN 54151S

SCLS Eligible Contract Labor Category Title	SCLS Occupation Code - Title	WD (Wage Determination) #
User Support/Clerical I	01113 - General Clerk III	2015-4281, 2015-4270 and 2015-4319
User Support/Clerical II	01020 - Administrative Assistant	2015-4281, 2015-4270 and 2015-4319
The Service Contract Labor Standards (SCLS) is applicable to this contract and it includes SCLS applicable labor categories. The prices for the indicated SCLS labor categories are based on the U.S. Department of Labor Wage Determination Number identified in the SCLS matrix. The prices awarded are in line with the geographic scope of the contract.		

Labor Category Descriptions 541690E

This SIN cannot be used as a "stand alone" SIN

Principal Consultant 5

Minimum/General Experience: Minimum 25 years of experience, with greater than 15 years as a senior manager.

Functional Responsibility: Provides management, organizational, and energy improvement services that include energy planning and strategies, energy choice analysis, risk management, metering services, billing and management oversight. Provides specialized expertise and develops solutions to complex methodological problems; is a peer of leading practitioners in area of technical expertise; is known nationally and serves on expert panels.

Minimum Education: Master's Degree or equivalent

Principal Consultant 4

Minimum/General Experience: Minimum 20 years of experience, with greater than 10 years as a senior manager.

Functional Responsibility: Provides management, organizational, and energy improvement services that include energy planning and strategies, energy choice analysis, risk management, metering services, billing and management oversight. Provides specialized expertise and develops solutions to complex methodological problems; is a peer of leading practitioners in area of technical expertise; is known nationally and serves on expert panels.

Minimum Education: Master's Degree or equivalent.

Principal Consultant 3

Minimum/General Experience: Minimum 16 years of experience, with greater than 10 years as a senior manager.

Functional Responsibility: Provides management, organizational, and energy improvement services that include energy planning and strategies, energy choice analysis, risk management, metering services, billing and management oversight. Provides senior leadership in field of expertise and develops solutions to complex methodological problems; has major project management responsibilities of multi-disciplinary teams; is a peer of leading practitioners in area of technical expertise; is known nationally and serves on expert panel.

Minimum Education: Master's Degree or equivalent.

Principal Consultant 2

Minimum/General Experience: Minimum 14 years of experience, with 5 – 10 years as a senior manager.

Functional Responsibility: Provides management, organizational, and energy improvement services that include energy planning and strategies, energy choice analysis, risk management, metering services, billing and management oversight. Provides senior leadership in field of expertise and develops solutions to complex methodological problems; is a peer of leading practitioners in area of technical expertise; is known nationally and serves on expert panels.

Minimum Education: Master's Degree or equivalent.

Principal Consultant 1

Minimum/General Experience: Minimum 12 years of experience, or an equivalent combination of education/experience, with less than 5 years as a senior manager.

Functional Responsibility: Provides management, organizational, and energy improvement services that include energy planning and strategies, energy choice analysis, risk management, metering services, billing and management oversight. Provides senior leadership in field of expertise and develops solutions to complex methodological problems; is a peer of leading practitioners in area of technical expertise; may be known nationally and serve on expert panels.

Minimum Education: Master's Degree or equivalent.

Senior Consultant 5

Minimum/General Experience: Minimum 15 years of experience, or an equivalent combination of education/experience.

Functional Responsibility: Assists agencies on energy management projects, provides measurement and verification services, and helps customer agencies take advantage of rebate programs, alternative financing and utility-provided energy efficiency programs. Provides specialized expertise and develops solutions to complex methodological problems; may be known nationally and serve on expert panels.

Minimum Education: Master's Degree or equivalent.

Senior Consultant 4

Minimum/General Experience: Minimum 12 years or more of experience in areas directly related to this contract.

Functional Responsibility: Plans, conducts and supervises projects of major significance, necessitating advanced knowledge and the ability to originate and apply new and unique methods and procedures; assists agencies on energy

management projects, provides measurement and verification services, and helps customer agencies take advantage of rebate programs, alternative financing and utility-provided energy efficiency programs. Plans, conducts and supervises projects of major significance, necessitating advanced knowledge and the ability to originate and apply new and unique methods and procedures; alternatively, provides senior technical advice and counsel to other professionals; generally operates with wide latitude for un-reviewed action.

Minimum Education: Master's Degree or equivalent.

Senior Consultant 3

Minimum/General Experience: Minimum 10 years or more of experience in areas directly related to this contract.

Functional Responsibility: Plans, conducts and supervises projects of major significance, necessitating advanced knowledge and the ability to originate and apply new and unique methods and procedures; assists agencies on energy management projects, provides measurement and verification services, and helps customer agencies take advantage of rebate programs, alternative financing and utility-provided energy efficiency programs. Plans, conducts and supervises projects of major significance, necessitating advanced knowledge and the ability to originate and apply new and unique methods and procedures; alternatively, provides senior technical advice and counsel to other professionals; generally operates with wide latitude for un-reviewed action

Minimum Education: Master's Degree or equivalent.

Senior Consultant 2

Minimum/General Experience: Minimum 8 years or more of experience in areas directly related to this contract.

Functional Responsibility: Plans, conducts and supervises projects of major significance, necessitating advanced knowledge and the ability to originate and apply new and unique methods and procedures; assists agencies on energy management projects, provides measurement and verification services, and helps customer agencies take advantage of rebate programs, alternative financing and utility-provided energy efficiency programs. Plans, conducts and supervises projects of major significance, necessitating advanced knowledge and the ability to originate and apply new and unique methods and procedures; alternatively, provides senior technical advice and counsel to other professionals; generally operates with wide latitude for un-reviewed action

Minimum Education: Master's Degree or equivalent.

Senior Consultant 1

Minimum/General Experience: Minimum 6 years of experience, or an equivalent combination of education/experience.

Functional Responsibility: Assists agencies on energy management projects, provides measurement and verification services, and helps customer agencies take advantage of rebate programs, alternative financing and utility-provided energy efficiency programs. Project manager with specialization in area of communications.

Minimum Education: Bachelor's Degree or equivalent.

Associate Consultant 5

Minimum/General Experience: Minimum 8 years or more of experience in areas directly related to this contract.

Functional Responsibility: Assists customers in carrying out statutory programs, managing energy data collection and reporting systems, and preparing reports. Under general supervision of project leader, plans, conducts, and supervises assignments normally involving smaller or less significant projects; estimates and schedules work to meet completion dates; directs assistance, reviews progress, and evaluates results; makes changes in methods, design, or equipment where necessary; operates with some latitude for un-reviewed action or decision.

Minimum Education: Technical Masters Degree or equivalent.

Associate Consultant 4

Minimum/General Experience: Minimum 6 years or more of experience in areas directly related to this contract.

Functional Responsibility: Assists customers in carrying out statutory programs, managing energy data collection and reporting systems, and preparing reports. Under general supervision of project leader, plans, conducts, and supervises assignments normally involving smaller or less significant projects; estimates and schedules work to meet completion dates; directs assistance, reviews progress, and evaluates results; makes changes in methods, design, or equipment where necessary; operates with some latitude for un-reviewed action or decision

Minimum Education: Non-technical Masters Degree or equivalent.

Associate Consultant 3

Minimum/General Experience: Minimum 4 years or more of experience in areas directly related to this contract.

Functional Responsibility: Assists customers in carrying out statutory programs, managing energy data collection and reporting systems, and preparing reports. Under general supervision of project leader, plans, conducts, and supervises

assignments normally involving smaller or less significant projects; estimates and schedules work to meet completion dates; directs assistance, reviews progress, and evaluates results; makes changes in methods, design, or equipment where necessary; operates with some latitude for un-reviewed action or decision.

Minimum Education: Technical Masters Degree or equivalent.

Associate Consultant 2

Minimum/General Experience: Minimum 2 years or more of experience in areas directly related to this contract.

Functional Responsibility: Assists customers in carrying out statutory programs, managing energy data collection and reporting systems, and preparing reports. Under general supervision of project leader, plans, conducts, and supervises assignments normally involving smaller or less significant projects; estimates and schedules work to meet completion dates; directs assistance, reviews progress, and evaluates results; makes changes in methods, design, or equipment where necessary; operates with some latitude for un-reviewed action or decision.

Minimum Education: Non-technical Masters Degree or equivalent.

Associate Consultant 1

Minimum/General Experience: Minimum 2 years or more of experience in areas directly related to this contract.

Functional Responsibility: Assists customers in carrying out statutory programs, managing energy data collection and reporting systems, and preparing reports. Under general supervision of project leader, plans, conducts, and supervises assignments normally involving smaller or less significant projects; estimates and schedules work to meet completion dates; directs assistance, reviews progress, and evaluates results; makes changes in methods, design, or equipment where necessary; operates with some latitude for un-reviewed action or decision.

Minimum Education: Non-technical Bachelor's Degree or equivalent.

Junior Consultant 3

Minimum/General Experience: Minimum 6 years or more of experience in areas directly related to this contract.

Functional Responsibility: Under supervision of a senior consultant or associate consultant, assists agencies in evaluating alternative financing proposals, competitive utility contracts, utility-provided energy efficiency services and other complex decisions. Coordinates the activities of juniors or technicians; work assignments are varied and require some originality and ingenuity.

Minimum Education: Bachelor's Degree or equivalent.

Junior Consultant 2

Minimum/General Experience: Minimum 2 years or more of experience in areas directly related to this contract.

Functional Responsibility: Under supervision of a senior consultant or associate consultant, assists agencies in evaluating alternative financing proposals, competitive utility contracts, utility-provided energy efficiency services and other complex decisions. Coordinates the activities of juniors or technicians; work assignments are varied and require some originality and ingenuity.

Minimum Education: Technical Bachelor's Degree or equivalent.

Junior Consultant 1

Minimum/General Experience: Minimum 2 years or more of experience in areas directly related to this contract.

Functional Responsibility: Under supervision of a senior consultant or associate consultant, assists agencies in evaluating alternative financing proposals, competitive utility contracts, utility-provided energy efficiency services and other complex decisions. Coordinates the activities of juniors or technicians; work assignments are varied and require some originality and ingenuity.

Minimum Education: Non-technical Bachelor's Degree or equivalent.

Research Analyst 2

Minimum/General Experience: None

Functional Responsibility: Gathers and correlates basic data and performs routine analyses and assignments.

Minimum Education: Technical Bachelor's Degree.

Research Analyst 1

Minimum/General Experience: None

Functional Responsibility: Gathers and correlates basic data and performs routine analyses and assignments.

Minimum Education: Non-technical Bachelor's Degree.

Clerical Support 2

Minimum/General Experience: Minimum 6 or more years of experience.

Functional Responsibility: Prepares complex and detailed documents from a variety of input sources (e.g., word processing and spreadsheet programs); produces a wide range of format versions through advanced knowledge of word processing programs; performs data collection (library/computer research).

Minimum Education: Bachelor's degree.

Clerical Support 1

Minimum/General Experience: Minimum 3 or more years of experience.

Functional Responsibility: Performs data collection; prepares documents using word processing programs; proficiency in graphics design and associated tools.

Minimum Education: Bachelor's degree.

Equivalent Experience Requirements for ICF Labor Categories

Any combination of additional years of relevant experience plus full time college level study totaling four years will be an acceptable substitute for a Bachelors degree.

A Bachelors degree plus any combination of additional years of relevant experience and graduate level study totaling two years will be an acceptable substitute for a Masters degree.

Additional years of graduate level study in an appropriate field will be considered equal to years of experience on a one-for-one basis.

Staff with highly relevant training and experience for a particular assignment may be considered to have additional years of experience for purposes of assignment to a labor category for that assignment.

Staff whose training and experience exceed the requirements of their role for a particular assignment may have their years of experience decreased for purposes of placement in a labor category for that assignment.

Service Contract Standards Act (SCLS) MATRIX

SCLS Eligible Contract Labor Category	SCLS Equivalent Code – Title	WD Number
Clerical/Support 1	01313 – Secretary III	2015-4281, 2015-4270 and 2015-4319
Clerical/Support 2	30463 – Technical Writer III	2015-4281, 2015-4270 and 2015-4319
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).		

GSA RATES INCLUDNG IFF

Labor Category	Contractor or Customer Facility or Both	GSA Price 3/31/2020 to 12/23/2020	GSA Price 12/24/2020 to 12/24/2021	GSA Price 12/24/2021 to 12/24/2022	GSA Price 12/24/2022 to 12/24/2023	GSA Price 12/24/2023 to 12/24/2024
SIN 541611, 611430, 541990, 541720						
Principal Consultant	Contractor Facility	\$360.09	\$369.45	\$379.05	\$388.91	\$399.02
Senior Consultant	Contractor Facility	\$283.87	\$291.25	\$298.83	\$306.60	\$314.57
Consultant	Contractor Facility	\$186.33	\$191.17	\$196.14	\$201.24	\$206.47
Junior Consultant	Contractor Facility	\$133.64	\$137.12	\$140.69	\$144.34	\$148.09
Training Specialist	Contractor Facility	\$82.73	\$84.88	\$87.08	\$89.35	\$91.68
Administrative Support	Contractor Facility	\$80.26	\$82.35	\$84.48	\$86.68	\$88.94
Lead Principal	Contractor Facility	\$280.20	\$287.49	\$294.96	\$302.63	\$310.50
Principals	Contractor Facility	\$254.17	\$260.78	\$267.56	\$274.51	\$281.64
Project Director	Contractor Facility	\$234.69	\$240.80	\$247.05	\$253.48	\$260.07
Senior Associate	Contractor Facility	\$172.36	\$176.85	\$181.44	\$186.16	\$190.99
Senior Analysts	Contractor Facility	\$155.50	\$159.54	\$163.69	\$167.94	\$172.30
Associate	Contractor Facility	\$127.18	\$130.49	\$133.88	\$137.36	\$140.93
Analysts	Contractor Facility	\$110.55	\$113.42	\$116.37	\$119.40	\$122.50
Service Support	Contractor Facility	\$78.47	\$80.50	\$82.60	\$84.75	\$86.95
Junior Analysts	Contractor Facility	\$91.34	\$93.71	\$96.15	\$98.65	\$101.22
Program Manager	Contractor Facility	\$203.54	\$208.83	\$214.26	\$219.83	\$225.54
Sr. Analyst/Manager II	Contractor Facility	\$186.33	\$191.17	\$196.14	\$201.24	\$206.47
Information Technology Expert	Contractor Facility	\$189.60	\$194.53	\$199.59	\$204.78	\$210.10
Sr. Systems Analyst/Manager II	Contractor Facility	\$165.67	\$169.98	\$174.41	\$178.94	\$183.60
Sr. Analyst/Manager I	Contractor Facility	\$144.72	\$148.47	\$152.33	\$156.29	\$160.35
Sr. Systems Analyst/Manager I	Contractor Facility	\$134.30	\$137.79	\$141.38	\$145.06	\$148.83
Analyst/Manager II	Contractor Facility	\$130.70	\$134.10	\$137.58	\$141.16	\$144.83
Systems Analyst Manager II	Contractor Facility	\$129.10	\$132.45	\$135.90	\$139.44	\$143.06
Analyst/Manager I	Contractor Facility	\$106.44	\$109.21	\$112.05	\$114.96	\$117.95
Systems Analyst/Manager I	Contractor Facility	\$110.59	\$113.46	\$116.41	\$119.44	\$122.54
Programmer/Analyst II	Contractor Facility	\$102.22	\$104.88	\$107.61	\$110.41	\$113.28
Associate Analyst II	Contractor Facility	\$91.34	\$93.71	\$96.15	\$98.65	\$101.22
LAN Administrator	Contractor Facility	\$127.18	\$130.49	\$133.88	\$137.36	\$140.93
Programmer/Analyst I	Contractor Facility	\$86.14	\$88.37	\$90.67	\$93.03	\$95.45
Associate Analyst I	Contractor Facility	\$84.19	\$86.38	\$88.62	\$90.93	\$93.30
Research Assistant	Contractor Facility	\$74.54	\$76.47	\$78.46	\$80.49	\$82.59
Technical Writer/Clerical	Contractor Facility	\$73.40	\$75.30	\$77.26	\$79.26	\$81.33

GSA RATES INCLUDNG IFF

Labor Category	Contractor or Customer Facility or Both	GSA Price 3/31/2020 to 12/23/2020	GSA Price 12/24/2020 to 12/24/2021	GSA Price 12/24/2021 to 12/24/2022	GSA Price 12/24/2022 to 12/24/2023	GSA Price 12/24/2023 to 12/24/2024
SIN 541611, 611430, , 541990, 541720						
Principal Consultant	Customer Facility	\$282.12	\$289.45	\$296.98	\$304.70	\$312.61
Senior Consultant	Customer Facility	\$222.40	\$228.18	\$234.12	\$240.20	\$246.45
Consultant	Customer Facility	\$145.99	\$149.79	\$153.69	\$157.69	\$161.79
Junior Consultant	Customer Facility	\$104.71	\$107.43	\$110.22	\$113.08	\$116.02
Training Specialist	Customer Facility	\$64.82	\$66.50	\$68.23	\$70.01	\$71.83
Administrative Support	Customer Facility	\$62.88	\$64.51	\$66.19	\$67.91	\$69.67
Lead Principal	Customer Facility	\$219.53	\$225.23	\$231.08	\$237.09	\$243.25
Principals	Customer Facility	\$199.14	\$204.32	\$209.63	\$215.08	\$220.68
Project Director	Customer Facility	\$183.87	\$188.64	\$193.55	\$198.58	\$203.74
Senior Associate	Customer Facility	\$135.04	\$138.55	\$142.16	\$145.85	\$149.64
Senior Analysts	Customer Facility	\$121.83	\$125.00	\$128.25	\$131.59	\$135.01
Associate	Customer Facility	\$99.65	\$102.24	\$104.90	\$107.63	\$110.43
Analysts	Customer Facility	\$86.62	\$88.88	\$91.18	\$93.55	\$95.98
Service Support	Customer Facility	\$61.48	\$63.08	\$64.73	\$66.41	\$68.13
Junior Analysts	Customer Facility	\$71.56	\$73.42	\$75.32	\$77.28	\$79.28
Program Manager	Customer Facility	\$159.47	\$163.62	\$167.87	\$172.23	\$176.71
Sr. Analyst/Manager II	Customer Facility	\$145.99	\$149.79	\$153.69	\$157.69	\$161.79
Information Technology Expert	Customer Facility	\$148.55	\$152.41	\$156.37	\$160.44	\$164.61
Sr. Systems Analyst/Manager II	Customer Facility	\$129.80	\$133.18	\$136.64	\$140.20	\$143.85
Sr. Analyst/Manager I	Customer Facility	\$113.39	\$116.34	\$119.37	\$122.47	\$125.65
Sr. Systems Analyst/Manager I	Customer Facility	\$105.22	\$107.96	\$110.77	\$113.65	\$116.60
Analyst/Manager II	Customer Facility	\$102.40	\$105.06	\$107.79	\$110.59	\$113.46
Systems Analyst Manager II	Customer Facility	\$101.15	\$103.78	\$106.48	\$109.25	\$112.09
Analyst/Manager I	Customer Facility	\$83.39	\$85.55	\$87.78	\$90.07	\$92.40
Systems Analyst/Manager I	Customer Facility	\$86.65	\$88.91	\$91.21	\$93.58	\$96.01
Programmer/Analyst II	Customer Facility	\$80.08	\$82.17	\$84.30	\$86.50	\$88.75
Associate Analyst II	Customer Facility	\$71.56	\$73.42	\$75.32	\$77.28	\$79.28
LAN Administrator	Customer Facility	\$99.65	\$102.24	\$104.90	\$107.63	\$110.43
Programmer/Analyst I	Customer Facility	\$67.49	\$69.24	\$71.04	\$72.89	\$74.78
Associate Analyst I	Customer Facility	\$65.96	\$67.68	\$69.44	\$71.24	\$73.10
Research Assistant	Customer Facility	\$58.40	\$59.92	\$61.48	\$63.08	\$64.73
Technical Writer/Clerical	Customer Facility	\$57.51	\$59.00	\$60.53	\$62.11	\$63.72



GSA RATES INCLUDNG IFF

Labor Category	Contractor or Customer Facility or Both	GSA Price 3/31/2020 to 12/23/2020	GSA Price 12/24/2020 to 12/24/2021	GSA Price 12/24/2021 to 12/24/2022	GSA Price 12/24/2022 to 12/24/2023	GSA Price 12/24/2023 to 12/24/2024
SIN 541715, 541330ENG, 541420, 541380						
Supervisor/Senior Vice President	Contractor Facility	\$339.21	\$348.03	\$357.08	\$366.36	\$375.88
Principal Engineer/Scientist	Contractor Facility	\$300.75	\$308.56	\$316.58	\$324.82	\$333.26
Program Manager – Engineer/Scientist	Contractor Site	\$194.97	\$200.04	\$205.24	\$210.58	\$216.05
Engineer/Scientist – Level II	Contractor Site	\$155.50	\$159.54	\$163.69	\$167.94	\$172.30
Engineer/Scientist – Level I	Contractor Site	\$121.67	\$124.84	\$128.08	\$131.42	\$134.83
Research Analyst	Contractor Site	\$103.80	\$106.50	\$109.27	\$112.11	\$115.02
Technician	Contractor Site	\$91.34	\$93.71	\$96.15	\$98.65	\$101.22
Program Administrator	Contractor Site	\$82.04	\$84.17	\$86.36	\$88.60	\$90.91
Information Specialist	Contractor Site	\$93.54	\$95.97	\$98.47	\$101.03	\$103.66
Graphics Specialist	Contractor Site	\$102.24	\$104.90	\$107.63	\$110.43	\$113.30
Administrative Assistant	Contractor Site	\$82.56	\$84.71	\$86.91	\$89.17	\$91.49
Supervisor/Senior Vice President	Customer Site	\$252.27	\$258.83	\$265.56	\$272.46	\$279.55
Principal Engineer/Scientist	Customer Site	\$223.68	\$229.49	\$235.46	\$241.58	\$247.86
Program Manager – Engineer/Scientist	Customer Site	\$145.00	\$148.77	\$152.63	\$156.60	\$160.68
Engineer/Scientist – Level II	Customer Site	\$115.65	\$118.65	\$121.73	\$124.90	\$128.14
Engineer/Scientist – Level I	Customer Site	\$90.48	\$92.83	\$95.24	\$97.72	\$100.26
Research Analyst	Customer Site	\$77.19	\$79.19	\$81.25	\$83.37	\$85.53
Technician	Customer Site	\$67.92	\$69.68	\$71.50	\$73.35	\$75.25
Program Administrator	Customer Site	\$61.01	\$62.59	\$64.22	\$65.89	\$67.61
Information Specialist	Customer Site	\$69.57	\$71.39	\$73.24	\$75.14	\$77.10
Graphics Specialist	Customer Site	\$76.04	\$78.02	\$80.04	\$82.13	\$84.26
Administrative Assistant	Customer Site	\$61.40	\$62.99	\$64.63	\$66.32	\$68.04
SIN 531210, 541611						
Senior Consultant 7	Contractor Facility	\$293.57	\$301.21	\$309.04	\$317.07	\$325.31
Senior Consultant 6	Contractor Facility	\$249.50	\$255.99	\$262.65	\$269.48	\$276.48
Senior Consultant 5	Contractor Facility	\$235.37	\$241.48	\$247.76	\$254.20	\$260.81
Senior Consultant 4	Contractor Facility	\$198.32	\$203.48	\$208.77	\$214.20	\$219.77

GSA RATES INCLUDNG IFF

Labor Category	Contractor or Customer Facility or Both	GSA Price 3/31/2020 to 12/23/2020	GSA Price 12/24/2020 to 12/24/2021	GSA Price 12/24/2021 to 12/24/2022	GSA Price 12/24/2022 to 12/24/2023	GSA Price 12/24/2023 to 12/24/2024
SIN 531210, 541611						
Senior Consultant 3	Contractor Facility	\$189.60	\$194.53	\$199.59	\$204.78	\$210.10
Senior Consultant 2	Contractor Facility	\$175.78	\$180.35	\$185.04	\$189.84	\$194.78
Senior Consultant 1	Contractor Facility	\$155.50	\$159.54	\$163.69	\$167.94	\$172.30
Consultant 5	Contractor Facility	\$180.94	\$185.64	\$190.47	\$195.43	\$200.50
Consultant 4	Contractor Facility	\$139.53	\$143.15	\$146.87	\$150.69	\$154.61
Consultant 2	Contractor Facility	\$123.03	\$126.23	\$129.51	\$132.88	\$136.33
Consultant 1	Contractor Facility	\$99.45	\$102.04	\$104.69	\$107.41	\$110.20
Research Assistant 4	Contractor Facility	\$102.24	\$104.90	\$107.63	\$110.43	\$113.30
Research Assistant 3	Contractor Facility	\$96.66	\$99.17	\$101.75	\$104.40	\$107.11
Research Assistant 2	Contractor Facility	\$82.34	\$84.47	\$86.67	\$88.93	\$91.23
Research Assistant 1	Contractor Facility	\$76.52	\$78.51	\$80.55	\$82.65	\$84.80
Senior Consultant 7	Customer Facility	\$230.01	\$235.99	\$242.13	\$248.42	\$254.88
Senior Consultant 6	Customer Facility	\$195.48	\$200.55	\$205.77	\$211.12	\$216.61
Senior Consultant 5	Customer Facility	\$184.41	\$189.21	\$194.13	\$199.17	\$204.35
Senior Consultant 4	Customer Facility	\$155.38	\$159.42	\$163.56	\$167.81	\$172.17
Senior Consultant 3	Customer Facility	\$148.55	\$152.41	\$156.37	\$160.44	\$164.61
Senior Consultant 2	Customer Facility	\$137.72	\$141.30	\$144.98	\$148.75	\$152.61
Senior Consultant 1	Customer Facility	\$121.83	\$125.00	\$128.25	\$131.59	\$135.01
Consultant 5	Customer Facility	\$141.77	\$145.46	\$149.24	\$153.12	\$157.10
Consultant 4	Customer Facility	\$109.32	\$112.16	\$115.07	\$118.07	\$121.14
Consultant 2	Customer Facility	\$96.39	\$98.90	\$101.47	\$104.11	\$106.82
Consultant 1	Customer Facility	\$77.91	\$79.94	\$82.02	\$84.15	\$86.34
Research Assistant 4	Customer Facility	\$80.11	\$82.20	\$84.33	\$86.53	\$88.78
Research Assistant 3	Customer Facility	\$75.73	\$77.69	\$79.71	\$81.78	\$83.91
Research Assistant 2	Customer Facility	\$64.51	\$66.19	\$67.91	\$69.67	\$71.49
Research Assistant 1	Customer Facility	\$59.95	\$61.51	\$63.11	\$64.76	\$66.44
SIN 541620, 611430, 562910REM						
Principal Consultant IV	Contractor Facility	\$386.14	\$396.17	\$406.47	\$417.04	\$427.88
Principal Consultant III	Contractor Facility	\$339.44	\$348.26	\$357.32	\$366.61	\$376.14
Principal Consultant II	Contractor Facility	\$276.53	\$283.73	\$291.10	\$298.67	\$306.44
Principal Consultant I	Contractor Facility	\$232.68	\$238.72	\$244.93	\$251.29	\$257.82
Senior Consultant VII	Contractor Facility	\$283.77	\$291.14	\$298.71	\$306.48	\$314.45
Senior Consultant VI	Contractor Facility	\$263.50	\$270.35	\$277.38	\$284.59	\$291.99
Senior Consultant V	Contractor Facility	\$242.48	\$248.79	\$255.25	\$261.89	\$268.71

GSA RATES INCLUDING IFF

Labor Category	Contractor or Customer Facility or Both	GSA Price 3/31/2020 to 12/23/2020	GSA Price 12/24/2020 to 12/24/2021	GSA Price 12/24/2021 to 12/24/2022	GSA Price 12/24/2022 to 12/24/2023	GSA Price 12/24/2023 to 12/24/2024
SIN 541620, 611430, 562910REM						
Senior Consultant IV	Contractor Facility	\$225.92	\$231.80	\$237.82	\$244.01	\$250.36
Senior Consultant III	Contractor Facility	\$206.99	\$212.37	\$217.89	\$223.56	\$229.37
Senior Consultant II	Contractor Facility	\$172.24	\$176.72	\$181.31	\$186.03	\$190.86
Senior Consultant I	Contractor Facility	\$144.72	\$148.47	\$152.33	\$156.29	\$160.35
Consultant IV	Contractor Facility	\$166.65	\$170.98	\$175.43	\$179.99	\$184.66
Consultant III	Contractor Facility	\$149.92	\$153.82	\$157.82	\$161.92	\$166.14
Consultant II	Contractor Facility	\$142.71	\$146.42	\$150.23	\$154.14	\$158.15
Consultant I	Contractor Facility	\$124.37	\$127.61	\$130.92	\$134.33	\$137.82
Junior Consultant IV	Contractor Facility	\$135.49	\$139.01	\$142.63	\$146.34	\$150.15
Junior Consultant III	Contractor Facility	\$123.03	\$126.23	\$129.51	\$132.88	\$136.33
Junior Consultant II	Contractor Facility	\$107.80	\$110.60	\$113.47	\$116.42	\$119.45
Junior Consultant I	Contractor Facility	\$94.25	\$96.70	\$99.21	\$101.79	\$104.44
Researcher IV	Contractor Facility	\$114.25	\$117.22	\$120.26	\$123.39	\$126.59
Researcher III	Contractor Facility	\$99.84	\$102.44	\$105.10	\$107.83	\$110.63
Researcher II	Contractor Facility	\$94.25	\$96.70	\$99.21	\$101.79	\$104.44
Researcher I	Contractor Facility	\$84.22	\$86.41	\$88.65	\$90.96	\$93.33
Professional Support III	Contractor Facility	\$96.23	\$98.73	\$101.30	\$103.93	\$106.63
Professional Support II	Contractor Facility	\$88.05	\$90.34	\$92.69	\$95.09	\$97.56
Professional Support I	Contractor Facility	\$80.33	\$82.42	\$84.56	\$86.76	\$89.02
Research Technician III	Contractor Facility	\$62.00	\$63.62	\$65.27	\$66.96	\$68.71
Clerical Support III	Contractor Facility	\$94.38	\$96.84	\$99.36	\$101.93	\$104.58
Clerical Support II	Contractor Facility	\$82.56	\$84.71	\$86.91	\$89.17	\$91.49
Clerical Support I	Contractor Facility	\$73.25	\$75.15	\$77.11	\$79.11	\$81.17
Principal Consultant IV	Customer Facility	\$302.53	\$310.40	\$318.47	\$326.75	\$335.24
Principal Consultant III	Customer Facility	\$265.94	\$272.86	\$279.95	\$287.22	\$294.69
Principal Consultant II	Customer Facility	\$216.65	\$222.29	\$228.07	\$234.01	\$240.09
Principal Consultant I	Customer Facility	\$182.30	\$187.03	\$191.90	\$196.89	\$202.01
Senior Consultant VII	Customer Facility	\$222.33	\$228.11	\$234.05	\$240.13	\$246.38
Senior Consultant VI	Customer Facility	\$206.45	\$211.82	\$217.33	\$222.98	\$228.78
Senior Consultant V	Customer Facility	\$189.98	\$194.92	\$199.99	\$205.19	\$210.52
Senior Consultant IV	Customer Facility	\$177.01	\$181.61	\$186.34	\$191.18	\$196.15
Senior Consultant III	Customer Facility	\$162.17	\$166.38	\$170.70	\$175.13	\$179.69
Senior Consultant II	Customer Facility	\$134.94	\$138.45	\$142.05	\$145.74	\$149.53
Senior Consultant I	Customer Facility	\$113.39	\$116.34	\$119.37	\$122.47	\$125.65

GSA RATES INCLUDING IFF

Labor Category	Contractor or Customer Facility or Both	GSA Price 3/31/2020 to 12/23/2020	GSA Price 12/24/2020 to 12/24/2021	GSA Price 12/24/2021 to 12/24/2022	GSA Price 12/24/2022 to 12/24/2023	GSA Price 12/24/2023 to 12/24/2024
SIN 541620, 611430, 562910REM						
Consultant IV	Customer Facility	\$130.57	\$133.96	\$137.45	\$141.03	\$144.70
Consultant III	Customer Facility	\$117.46	\$120.51	\$123.65	\$126.86	\$130.16
Consultant II	Customer Facility	\$111.81	\$114.72	\$117.70	\$120.77	\$123.91
Consultant I	Customer Facility	\$97.44	\$99.97	\$102.57	\$105.24	\$107.98
Junior Consultant IV	Customer Facility	\$106.16	\$108.92	\$111.75	\$114.65	\$117.63
Junior Consultant III	Customer Facility	\$96.39	\$98.90	\$101.47	\$104.11	\$106.82
Junior Consultant II	Customer Facility	\$84.46	\$86.66	\$88.92	\$91.22	\$93.59
Junior Consultant I	Customer Facility	\$73.85	\$75.78	\$77.75	\$79.78	\$81.85
Researcher IV	Customer Facility	\$89.52	\$91.85	\$94.24	\$96.69	\$99.19
Researcher III	Customer Facility	\$78.22	\$80.25	\$82.34	\$84.47	\$86.67
Researcher II	Customer Facility	\$73.85	\$75.78	\$77.75	\$79.78	\$81.85
Researcher I	Customer Facility	\$65.99	\$67.71	\$69.47	\$71.27	\$73.13
Professional Support III	Customer Facility	\$75.39	\$77.35	\$79.37	\$81.43	\$83.55
Professional Support II	Customer Facility	\$68.99	\$70.78	\$72.62	\$74.51	\$76.44
Professional Support I	Customer Facility	\$62.93	\$64.56	\$66.25	\$67.97	\$69.73
Research Technician III	Customer Facility	\$48.58	\$49.84	\$51.14	\$52.47	\$53.83
Clerical Support III	Customer Facility	\$73.95	\$75.88	\$77.85	\$79.88	\$81.95
Clerical Support II	Customer Facility	\$64.69	\$66.37	\$68.09	\$69.86	\$71.68
Clerical Support I	Customer Facility	\$57.39	\$58.88	\$60.41	\$61.98	\$63.60
SIN 541810, 541820, 541910, 512110, 541850, 561920, 541613, 541511						
Project Executive II	Contractor Facility	\$339.21	\$348.03	\$357.08	\$366.36	\$375.88
Project Executive I	Contractor Facility	\$271.30	\$278.36	\$285.59	\$293.02	\$300.63
Public Relations Specialist III	Contractor Facility	\$242.20	\$248.49	\$254.95	\$261.58	\$268.38
Public Relations Specialist II	Contractor Facility	\$153.88	\$157.88	\$161.98	\$166.20	\$170.52
Public Relations Specialist I	Contractor Facility	\$135.49	\$139.01	\$142.63	\$146.34	\$150.15
Media Relations Specialist IV	Contractor Facility	\$349.57	\$358.66	\$367.99	\$377.56	\$387.38
Media Relations Specialist III	Contractor Facility	\$223.55	\$229.36	\$235.32	\$241.44	\$247.72
Media Relations Specialist II	Contractor Facility	\$153.88	\$157.88	\$161.98	\$166.20	\$170.52
Media Relations Specialist I	Contractor Facility	\$131.34	\$134.75	\$138.26	\$141.85	\$145.54
Program Analyst IV	Contractor Facility	\$270.84	\$277.88	\$285.11	\$292.52	\$300.13

GSA RATES INCLUDING IFF

Labor Category	Contractor or Customer Facility or Both	GSA Price 3/31/2020 to 12/23/2020	GSA Price 12/24/2020 to 12/24/2021	GSA Price 12/24/2021 to 12/24/2022	GSA Price 12/24/2022 to 12/24/2023	GSA Price 12/24/2023 to 12/24/2024
SIN 541810, 541820, 541910, 512110, 541850, 561920, 541613, 541511						
Program Analyst III	Contractor Facility	\$155.50	\$159.54	\$163.69	\$167.94	\$172.30
Program Analyst II	Contractor Facility	\$102.24	\$104.90	\$107.63	\$110.43	\$113.30
Program Analyst I	Contractor Facility	\$96.66	\$99.17	\$101.75	\$104.40	\$107.11
Production Specialist II	Contractor Facility	\$124.37	\$127.61	\$130.92	\$134.33	\$137.82
Production Specialist I	Contractor Facility	\$97.11	\$99.64	\$102.23	\$104.89	\$107.62
Art Director	Contractor Facility	\$202.28	\$207.54	\$212.94	\$218.47	\$224.15
Graphic Designer III	Contractor Facility	\$153.95	\$157.95	\$162.07	\$166.28	\$170.60
Graphic Designer II	Contractor Facility	\$135.49	\$139.01	\$142.63	\$146.34	\$150.15
Graphic Designer I	Contractor Facility	\$107.80	\$110.60	\$113.47	\$116.42	\$119.45
Financial Manager	Contractor Facility	\$131.22	\$134.64	\$138.14	\$141.72	\$145.41
Marketing Specialist II	Contractor Facility	\$166.65	\$170.98	\$175.43	\$179.99	\$184.66
Marketing Specialist I	Contractor Facility	\$114.71	\$117.69	\$120.76	\$123.90	\$127.12
Clerical	Contractor Facility	\$83.12	\$85.29	\$87.51	\$89.78	\$92.12
Project Executive II	Customer Facility	\$265.76	\$272.68	\$279.77	\$287.04	\$294.51
Project Executive I	Customer Facility	\$212.56	\$218.10	\$223.77	\$229.58	\$235.55
Public Relations Specialist III	Customer Facility	\$189.76	\$194.70	\$199.76	\$204.95	\$210.28
Public Relations Specialist II	Customer Facility	\$120.57	\$123.71	\$126.92	\$130.23	\$133.61
Public Relations Specialist I	Customer Facility	\$106.16	\$108.92	\$111.75	\$114.65	\$117.63
Media Relations Specialist IV	Customer Facility	\$273.88	\$281.01	\$288.31	\$295.81	\$303.50
Media Relations Specialist III	Customer Facility	\$175.15	\$179.71	\$184.38	\$189.18	\$194.10
Media Relations Specialist II	Customer Facility	\$120.57	\$123.71	\$126.92	\$130.23	\$133.61
Media Relations Specialist I	Customer Facility	\$102.90	\$105.58	\$108.32	\$111.14	\$114.04
Program Analyst IV	Customer Facility	\$212.20	\$217.72	\$223.39	\$229.19	\$235.14
Program Analyst III	Customer Facility	\$121.83	\$125.00	\$128.25	\$131.59	\$135.01
Program Analyst II	Customer Facility	\$80.11	\$82.20	\$84.33	\$86.53	\$88.78
Program Analyst I	Customer Facility	\$75.73	\$77.69	\$79.71	\$81.78	\$83.91
Production Specialist II	Customer Facility	\$97.44	\$99.97	\$102.57	\$105.24	\$107.98
Production Specialist I	Customer Facility	\$76.08	\$78.06	\$80.08	\$82.17	\$84.30
Art Director	Customer Facility	\$158.48	\$162.60	\$166.83	\$171.17	\$175.63
Graphic Designer III	Customer Facility	\$120.62	\$123.76	\$126.97	\$130.28	\$133.66
Graphic Designer II	Customer Facility	\$106.16	\$108.92	\$111.75	\$114.65	\$117.63

GSA RATES INCLUDNG IFF

Labor Category	Contractor or Customer Facility or Both	GSA Price 3/31/2020 to 12/23/2020	GSA Price 12/24/2020 to 12/24/2021	GSA Price 12/24/2021 to 12/24/2022	GSA Price 12/24/2022 to 12/24/2023	GSA Price 12/24/2023 to 12/24/2024
SIN 541810, 541820, 541910, 512110, 541850, 561920, 541613, 541511						
Graphic Designer I	Customer Facility	\$84.46	\$86.66	\$88.92	\$91.22	\$93.59
Financial Manager	Customer Facility	\$102.81	\$105.48	\$108.22	\$111.03	\$113.92
Marketing Specialist II	Customer Facility	\$130.57	\$133.96	\$137.45	\$141.03	\$144.70
Marketing Specialist I	Customer Facility	\$89.87	\$92.21	\$94.61	\$97.07	\$99.59
Clerical	Customer Facility	\$65.12	\$66.81	\$68.54	\$70.33	\$72.15
SIN 54151S						
Principal Systems Analyst	Contractor Site	\$259.78	\$266.53	\$273.46	\$280.57	\$287.87
Senior Systems Analyst	Contractor Site	\$181.22	\$185.93	\$190.77	\$195.73	\$200.82
Systems Analyst	Contractor Site	\$148.16	\$152.01	\$155.96	\$160.01	\$164.17
Principal Programmer	Contractor Site	\$214.53	\$220.11	\$225.83	\$231.71	\$237.73
Senior Programmer	Contractor Site	\$185.73	\$190.56	\$195.52	\$200.60	\$205.82
Programmer	Contractor Site	\$129.51	\$132.88	\$136.33	\$139.88	\$143.52
Junior Programmer	Contractor Site	\$110.79	\$113.67	\$116.62	\$119.66	\$122.77
Principal Software Engineer	Contractor Site	\$259.78	\$266.53	\$273.46	\$280.57	\$287.87
Senior Software Engineer	Contractor Site	\$181.22	\$185.93	\$190.77	\$195.73	\$200.82
Software Engineer	Contractor Site	\$148.16	\$152.01	\$155.96	\$160.01	\$164.17
Junior Software Engineer	Contractor Site	\$110.79	\$113.67	\$116.62	\$119.66	\$122.77
Senior Network Engineer	Contractor Site	\$181.22	\$185.93	\$190.77	\$195.73	\$200.82
Network Engineer	Contractor Site	\$130.18	\$133.56	\$137.04	\$140.60	\$144.26
Principal Data Specialist/Informaticist	Contractor Site	\$214.53	\$220.11	\$225.83	\$231.71	\$237.73
Senior Data Specialist/Informaticist	Contractor Site	\$185.73	\$190.56	\$195.52	\$200.60	\$205.82
Data Specialist/Informaticist	Contractor Site	\$130.18	\$133.56	\$137.04	\$140.60	\$144.26
Junior Data Specialist/Informaticist	Contractor Site	\$110.10	\$112.96	\$115.89	\$118.90	\$121.99
Senior Project Manager	Contractor Site	\$276.10	\$283.27	\$290.64	\$298.20	\$305.94
Project Manager	Contractor Site	\$214.53	\$220.11	\$225.83	\$231.71	\$237.73
Task Manager	Contractor Site	\$185.73	\$190.56	\$195.52	\$200.60	\$205.82
Senior Creative Designer	Contractor Site	\$130.18	\$133.56	\$137.04	\$140.60	\$144.26
Technical Writer	Contractor Site	\$110.79	\$113.67	\$116.62	\$119.66	\$122.77
Creative Designer	Contractor Site	\$83.04	\$85.20	\$87.42	\$89.69	\$92.02

GSA RATES INCLUDING IFF

Labor Category	Contractor or Customer Facility or Both	GSA Price 3/31/2020 to 12/23/2020	GSA Price 12/24/2020 to 12/24/2021	GSA Price 12/24/2021 to 12/24/2022	GSA Price 12/24/2022 to 12/24/2023	GSA Price 12/24/2023 to 12/24/2024
SIN 54151S						
Junior Creative Designer	Contractor Site	\$72.82	\$74.71	\$76.65	\$78.65	\$80.70
Principal Cyber Security Specialist	Contractor Site	\$259.78	\$266.53	\$273.46	\$280.57	\$287.87
Senior Cyber Security Specialist	Contractor Site	\$181.22	\$185.93	\$190.77	\$195.73	\$200.82
Cyber Security Specialist	Contractor Site	\$148.16	\$152.01	\$155.96	\$160.01	\$164.17
Junior Cyber Security Specialist	Contractor Site	\$130.18	\$133.56	\$137.04	\$140.60	\$144.26
Senior User Experience Specialist	Contractor Site	\$148.16	\$152.01	\$155.96	\$160.01	\$164.17
User Experience Specialist	Contractor Site	\$130.18	\$133.56	\$137.04	\$140.60	\$144.26
Junior User Experience Specialist	Contractor Site	\$100.53	\$103.14	\$105.82	\$108.57	\$111.40
Expert Technologist III	Contractor Site	\$303.15	\$311.03	\$319.12	\$327.42	\$335.93
Expert Technologist II	Contractor Site	\$276.10	\$283.27	\$290.64	\$298.20	\$305.94
Expert Technologist I	Contractor Site	\$214.53	\$220.11	\$225.83	\$231.71	\$237.73
Associate I	Contractor Site	\$129.51	\$132.88	\$136.33	\$139.88	\$143.52
Analyst III	Contractor Site	\$108.49	\$111.31	\$114.21	\$117.18	\$120.22
Analyst II	Contractor Site	\$93.11	\$95.53	\$98.02	\$100.56	\$103.18
Analyst I	Contractor Site	\$83.04	\$85.20	\$87.42	\$89.69	\$92.02
User Support/Clerical II*	Contractor Site	\$113.48	\$116.43	\$119.46	\$122.56	\$125.74
User Support/Clerical I*	Contractor Site	\$97.69	\$100.23	\$102.84	\$105.51	\$108.25
SME IV	Contractor Site	\$416.52	\$427.36	\$438.47	\$449.86	\$461.56
SME III	Contractor Site	\$343.91	\$352.85	\$362.03	\$371.44	\$381.09
SME II	Contractor Site	\$303.15	\$311.03	\$319.12	\$327.42	\$335.93
SME I	Contractor Site	\$181.22	\$185.93	\$190.77	\$195.73	\$200.82
Principal Systems Analyst	Customer Site	\$195.45	\$200.52	\$205.73	\$211.08	\$216.57
Senior Systems Analyst	Customer Site	\$136.35	\$139.90	\$143.54	\$147.26	\$151.09
Systems Analyst	Customer Site	\$111.47	\$114.37	\$117.34	\$120.39	\$123.53
Principal Programmer	Customer Site	\$161.42	\$165.62	\$169.92	\$174.34	\$178.87
Senior Programmer	Customer Site	\$139.77	\$143.41	\$147.13	\$150.96	\$154.89
Programmer	Customer Site	\$97.45	\$99.98	\$102.58	\$105.25	\$107.99
Junior Programmer	Customer Site	\$83.37	\$85.53	\$87.76	\$90.04	\$92.37
Principal Software Engineer	Customer Site	\$195.45	\$200.52	\$205.73	\$211.08	\$216.57

GSA RATES INCLUDNG IFF

Labor Category	Contractor or Customer Facility or Both	GSA Price 3/31/2020 to 12/23/2020	GSA Price 12/24/2020 to 12/24/2021	GSA Price 12/24/2021 to 12/24/2022	GSA Price 12/24/2022 to 12/24/2023	GSA Price 12/24/2023 to 12/24/2024
SIN 54151S						
Senior Software Engineer	Customer Site	\$136.35	\$139.90	\$143.54	\$147.26	\$151.09
Software Engineer	Customer Site	\$111.47	\$114.37	\$117.34	\$120.39	\$123.53
Junior Software Engineer	Customer Site	\$83.37	\$85.53	\$87.76	\$90.04	\$92.37
Senior Network Engineer	Customer Site	\$136.35	\$139.90	\$143.54	\$147.26	\$151.09
Network Engineer	Customer Site	\$97.93	\$100.48	\$103.09	\$105.77	\$108.52
Principal Data Specialist/Informaticist	Customer Site	\$161.42	\$165.62	\$169.92	\$174.34	\$178.87
Senior Data Specialist/Informaticist	Customer Site	\$139.77	\$143.41	\$147.13	\$150.96	\$154.89
Data Specialist/Informaticist	Customer Site	\$97.93	\$100.48	\$103.09	\$105.77	\$108.52
Junior Data Specialist/Informaticist	Customer Site	\$82.82	\$84.98	\$87.18	\$89.45	\$91.78
Senior Project Manager	Customer Site	\$207.74	\$213.14	\$218.68	\$224.36	\$230.20
Project Manager	Customer Site	\$161.42	\$165.62	\$169.92	\$174.34	\$178.87
Task Manager	Customer Site	\$139.77	\$143.41	\$147.13	\$150.96	\$154.89
Senior Creative Designer	Customer Site	\$97.93	\$100.48	\$103.09	\$105.77	\$108.52
Technical Writer	Customer Site	\$83.37	\$85.53	\$87.76	\$90.04	\$92.37
Creative Designer	Customer Site	\$62.49	\$64.11	\$65.77	\$67.49	\$69.24
Junior Creative Designer	Customer Site	\$54.78	\$56.20	\$57.66	\$59.16	\$60.71
Principal Cyber Security Specialist	Customer Site	\$195.45	\$200.52	\$205.73	\$211.08	\$216.57
Senior Cyber Security Specialist	Customer Site	\$136.35	\$139.90	\$143.54	\$147.26	\$151.09
Cyber Security Specialist	Customer Site	\$111.47	\$114.37	\$117.34	\$120.39	\$123.53
Junior Cyber Security Specialist	Customer Site	\$97.93	\$100.48	\$103.09	\$105.77	\$108.52
Senior User Experience Specialist	Customer Site	\$111.47	\$114.37	\$117.34	\$120.39	\$123.53
User Experience Specialist	Customer Site	\$97.93	\$100.48	\$103.09	\$105.77	\$108.52
Junior User Experience Specialist	Customer Site	\$75.65	\$77.61	\$79.63	\$81.69	\$83.82
Expert Technologist III	Customer Site	\$228.09	\$234.03	\$240.11	\$246.36	\$252.77
Expert Technologist II	Customer Site	\$207.74	\$213.14	\$218.68	\$224.36	\$230.20
Expert Technologist I	Customer Site	\$161.42	\$165.62	\$169.92	\$174.34	\$178.87
Associate I	Customer Site	\$97.45	\$99.98	\$102.58	\$105.25	\$107.99

GSA RATES INCLUDING IFF

Labor Category	Contractor or Customer Facility or Both	GSA Price 3/31/2020 to 12/23/2020	GSA Price 12/24/2020 to 12/24/2021	GSA Price 12/24/2021 to 12/24/2022	GSA Price 12/24/2022 to 12/24/2023	GSA Price 12/24/2023 to 12/24/2024
SIN 54151S						
Analyst III	Customer Site	\$81.63	\$83.76	\$85.93	\$88.17	\$90.47
Analyst II	Customer Site	\$70.07	\$71.89	\$73.76	\$75.68	\$77.64
Analyst I	Customer Site	\$62.49	\$64.11	\$65.77	\$67.49	\$69.24
User Support/Clerical II*	Customer Site	\$85.38	\$87.60	\$89.87	\$92.21	\$94.61
User Support/Clerical I*	Customer Site	\$73.52	\$75.44	\$77.40	\$79.42	\$81.48
SME IV	Customer Site	\$313.42	\$321.57	\$329.93	\$338.51	\$347.31
SME III	Customer Site	\$258.76	\$265.49	\$272.39	\$279.48	\$286.74
SME II	Customer Site	\$228.09	\$234.03	\$240.11	\$246.36	\$252.77
SME I	Customer Site	\$136.35	\$139.90	\$143.54	\$147.26	\$151.09
SIN 541690E						
Principal Consultant 5	Both	\$444.76	\$456.32	\$468.19	\$480.36	\$492.86
Principal Consultant 4	Both	\$361.53	\$370.93	\$380.57	\$390.47	\$400.62
Principal Consultant 3	Both	\$243.04	\$249.36	\$255.84	\$262.49	\$269.31
Principal Consultant 2	Both	\$219.45	\$225.15	\$231.00	\$237.01	\$243.17
Principal Consultant 1	Both	\$195.21	\$200.29	\$205.50	\$210.84	\$216.32
Senior Consultant 5	Both	\$301.14	\$308.97	\$317.00	\$325.24	\$333.69
Senior Consultant 4	Both	\$214.47	\$220.04	\$225.76	\$231.64	\$237.66
Senior Consultant 3	Both	\$168.25	\$172.62	\$177.11	\$181.71	\$186.44
Senior Consultant 2	Both	\$159.54	\$163.69	\$167.94	\$172.30	\$176.79
Senior Consultant 1	Both	\$157.68	\$161.78	\$165.98	\$170.30	\$174.72
Associate Consultant 5	Both	\$151.79	\$155.74	\$159.79	\$163.94	\$168.20
Associate Consultant 4	Both	\$139.26	\$142.88	\$146.60	\$150.41	\$154.32
Associate Consultant 3	Both	\$134.60	\$138.10	\$141.68	\$145.37	\$149.15
Associate Consultant 2	Both	\$117.22	\$120.26	\$123.39	\$126.59	\$129.88
Associate Consultant 1	Both	\$102.94	\$105.62	\$108.37	\$111.19	\$114.09
Junior Consultant 3	Both	\$121.39	\$124.54	\$127.78	\$131.10	\$134.51
Junior Consultant 2	Both	\$106.37	\$109.13	\$111.97	\$114.88	\$117.86
Junior Consultant 1	Both	\$88.81	\$91.11	\$93.48	\$95.91	\$98.40
Research Analyst 2	Both	\$84.36	\$86.56	\$88.81	\$91.11	\$93.48
Research Analyst 1	Both	\$67.74	\$69.50	\$71.30	\$73.16	\$75.06
Clerical/Support 2	Both	\$117.63	\$120.70	\$123.83	\$127.05	\$130.36
Clerical/Support 1	Both	\$90.02	\$92.35	\$94.75	\$97.22	\$99.75

Other Direct Costs

All Other Direct Costs (ODCs) proposed must be directly related and only purchased in conjunction with Marketing and Public Relations Subcategory services offered under these SINS: 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, and 561920. ODCs shall be an integral part of the total marketing consulting services solution and shall not be the primary purpose of the work ordered. Items awarded under SIN 541810 ODC are not Order-Level Materials (OLMs). ODC's are defined, priced, and awarded at the FSS contract level, whereas OLMs are unknown before an order is placed. Possible ODCs may include: funding for payment of media spots on television/radio/social media, conference meeting space, prize payments, etc. Travel and per diem are not considered ODCs.

NOTE: Any commissions received for Marketing and Public Relations Subcategory will either (a) be returned to the ordering agency or (b) applied as a credit to the cost of the project, whichever the ordering agency prefers.

SIN	Other Direct Costs	Facility	Unit	Price (including IFF)
541810ODC	Photocopying	Both	each	\$0.12
541810ODC	Color Laser Output	Both	each	\$41.89
541810ODC	Linotronics	Both	each	\$49.89
541810ODC	Color Overhead/Transparencies	Both	each	\$5.82
541810ODC	Disk Duplication	Both	each	\$4.08
541810ODC	Television Commercial	Both	30 seconds	\$320,114.01
541810ODC	Print Advertisement	Both	each	\$3,533.00
541810ODC	Media Buys 30-second broadcast spot	Both	30 seconds	\$997,425.00
541810ODC	Media Buys 60-second broadcast spot	Both	60 seconds	\$997,425.00
541810ODC	Media Buys 30-second radio spot	Both	30 seconds	\$1,821.00
541810ODC	Media Buys Outdoor ads	Both	each	\$203,670.01
541810ODC	Media Buys Internet banners	Both	each	\$48,825.00
541810ODC	Media Buys Magazine ads	Both	each	\$157,556.00
541810ODC	Media Buys Newspaper ads	Both	each	\$102,825.00
541810ODC	Exhibit Booth Display	Both	each	\$13,969.00
541810ODC	Exhibit Booth Posters 30"x84" display panel	Both	each	\$528.48
541810ODC	Exhibit Booth Posters 14"x20" header panel	Both	each	\$352.41
541810ODC	Exhibit Booth Posters 43"x62" metro diorama	Both	each	\$558.75
541810ODC	Video Production 35 minute video	Both		\$349,214.01
541810ODC	Video Duplication	Both	each	\$30.26
541810ODC	Giveaways	Both	each	\$308.47
541810ODC	Media Relations - Media releases, press conferences, media tours	Both	campaign phase	\$146,487.82
541810ODC	Digital Engagement - Digital placement, platforms, tracking, social media tools	Both	campaign phase	\$61,860.96
541810ODC	Research - Facilities, participant incentives, recruitment, transcription, and telephone interviews	Both	research project	\$21,486.15
541810ODC	Meeting & Exhibits - Meeting room costs, audio visual costs, printing, and misc.	Both	meeting expense	\$17,015.15
541810ODC	Creative Projection - Includes creative materials, transcription, photography and misc.	Both	product	\$6,321.58
541810ODC	Delivery & Postage - Courier or delivery	Both	delivery	\$64.46
541810ODC	Web Hosting - Cost for hosting 1 web application	Both	month	\$1,495.31

SIN	Other Direct Costs	Facility	Unit	Price (including IFF)
541810ODC	Awards/Plaques	Both	each	\$150.49
541810ODC	Crystal Awards	Both	each	\$313.91
541810ODC	Conference/Seminar Registration – Low	Both	Per person per event	\$1,049.89
541810ODC	Conference/Seminar Registration - Medium	Both	Per person per event	\$2,910.54
541810ODC	Booth/Trade Show Booth Space (10X10)	Both	Per booth per event	\$5,832.75
541810ODC	Conference/Seminar Sponsorship – Low	Both	Per event	\$1,749.82
541810ODC	Conference/Seminar Sponsorship - Medium	Both	Per event	\$10,498.94
541810ODC	Conference/Seminar Sponsorship - High	Both	Per event	\$23,330.98
541810ODC	Conference/Seminar Venue – Low (meeting space for <100 attendees)	Both	Per day	\$4,666.20
541810ODC	Conference/Seminar Venue – High (meeting space for 100–400 attendees)	Both	Per day	\$18,956.42
541810ODC	Equipment Rental – Table	Both	Each per day	\$10.15
541810ODC	Equipment Rental – Tablecloth	Both	Each per day	\$17.21
541810ODC	Equipment Rental - Chair	Both	Each per day	\$4.96
541810ODC	Posters (Paper Only) Up to 36"x48"	Both	Each	\$165.65
541810ODC	Posters (Laminated and Mounted) Up to 36"x48"	Both	Each	\$151.64
541810ODC	Transcription Software	Both	Each	\$583.27
541810ODC	Signage (Gloss Lamination) Up to 36"x48"	Both	Per Sign	\$151.64
541810ODC	Vinyl Banners Up to 4'x8'	Both	Per Banner	\$276.47
541810ODC	Cloth Banners Up to 4'x8'	Both	Per Banner	\$156.55
541810ODC	Audio, Video & Web-Conference Services	Both	per month	\$582.11
541810ODC	Email Distribution Services	Both	400,000 credits	\$1,983.13
541810ODC	Collaborative Workspace/Storage (virtual)	Both	per user per month	\$23.34
541810ODC	Video Conference - Per participant-minute	Both	per participant	\$0.22
541810ODC	Video Conference - Per account (up to 10,000 participant-minutes)	Both	per account	\$75.83
541810ODC	URL Registration	Both	per year	\$17.49
541810ODC	Association Membership (Individual) – Low	Both	each	\$234.48
541810ODC	Association Membership (Individual) – Medium	Both	each	\$583.27
541810ODC	Duplication Color (1 to 50 pages)	Both	per page	\$0.49

SIN	Other Direct Costs	Facility	Unit	Price (including IFF)
541810ODC	Binding	Both	per document	\$4.17
541810ODC	Software License - Low	Both	each	\$1,165.38
541810ODC	Software License - Medium	Both	each	\$2,331.93
541810ODC	Online Survey	Both	per account per month	\$29.17
541810ODC	Online Survey with phone support	Both	per account per month	\$99.15
541810ODC	Flash drives (up to 16GB)	Both	pair	\$23.31
541810ODC	Misc. Office Supplies - Low	Both	per item	\$19.82
541810ODC	Misc. Office Supplies - Medium	Both	per item	\$73.49
541810ODC	Publication, Report, or Standard – Low	Both	each	\$236.81
541810ODC	Publication, Report, or Standard – Medium	Both	each	\$3,079.69
541810ODC	Magazine Subscriptions	Both	each	\$145.82
541810ODC	Reusable Shipping Case	Both	each	\$585.61
541810ODC	Misc. Packing Supplies	Both	sheet	\$23.21
541810ODC	Bubble Wrap	Both	roll	\$102.66
541810ODC	Cardboard Boxes (minimum of 10)	Both	each	\$5.15
541810ODC	Priority Delivery, US Postal Service	Both	each	\$28.52
541810ODC	Delivery, Commercial Express Mail (up to 5 lbs)	Both	each	\$170.78
541810ODC	Delivery, Commercial Express Mail (up to 20 lbs)	Both	each	\$301.30
541810ODC	Local Courier, Delivery, or Moving Services	Both	up to 2 hours and 2 persons	\$419.96
541810ODC	Product to be tested - low	Both	each	\$116.64
541810ODC	Product to be tested - medium	Both	each	\$583.26
541810ODC	Product to be tested - high	Both	each	\$2,916.36
541810ODC	Test Equipment - Low	Both	each	\$583.26
541810ODC	Test Equipment - Medium	Both	each	\$2,350.61
541810ODC	Test Equipment - High	Both	each	\$5,587.81
541810ODC	Test Supplies	Both	each	\$143.48

