



GENERAL SERVICES ADMINISTRATION
Federal Acquisition Service

Authorized Federal Supply Schedule Price List

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through **GSA Advantage!**[™], a menu-driven database system. The INTERNET address for **GSA Advantage!**[™] is: **<http://www.GSAAdvantage.gov>**.

Schedule for Professional Services Schedule - PSS

Federal Supply Group: 00CORP

Contract Number: 47QRAA19D005N

Contract Period: March 7, 2019 through March 6, 2024

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at <http://www.gsa.gov/schedules-ordering>

Contractor: SRC, Inc.
7502 Round Pond Road
North Syracuse, NY 13212-2558

Business Size: Large Business
Telephone: 315-452-8000
Fax: 315-452-8440
Web Site: <http://www.srcinc.com>
E-mail: linton@srcinc.com
Contract Administration: David Linton

CUSTOMER INFORMATION:

1. Awarded Special Item Number(s):

SIN	RECOVERY	Description
871-1	871-1RC	Strategic Planning for Technology Programs/Activities
871-2	871-2RC	Concept Development and Requirements Analysis
871-3	871-3RC	System Design, Engineering and Integration
871-4	871-4RC	Test and Evaluation
871-5	871-5RC	Integrated Logistics Support
871-6	871-6RC	Acquisition and Life Cycle Management
899-1	899-1RC	Environmental Consulting Services
899-3	899-3RC	Environmental Training Services
899-5	899-5RC	Materials and Waste Recycling and Disposal Services
C132-51	C132-51RC	Information Technology Professional Services

- 1b.** Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract: See page 5.
- 1c.** Descriptions of all corresponding commercial job titles with experience, functional responsibility and education are provided beginning on page 6.
- 2. Maximum Order:** \$1,000,000
- 3. Minimum Order:** \$100
- 4. Geographic Coverage:** Domestic and Overseas delivery.
- 5. Point of Production:** N/A
- 6. Prices Shown Herein are Net** (discount deducted)
- 7. Quantity Discount:** None
- 8. Prompt Payment Terms:** Net 30
- 9. Government Purchase Cards** Will be accepted above the micro-purchase threshold
- 10. Foreign Items:** None
- 11. Time of Delivery:** Specified on Task Order
- 11b. Expedited Delivery:** Consult with Contractor

- 11c. Overnight/2-Day Delivery:** Consult with Contractor
- 11d. Urgent Requirements:** Consult with Contractor
- 12. FOB Point:** Destination
- 13. Ordering Address:** Contracts
ATTN: David M Linton, Senior Contracts Manager
7502 Round Pond Road
North Syracuse, NY 13212-2558
- 14. Payment Address:** Finance
ATTN: Christine Fleischmann, Billing Supervisor
7502 Round Pond Road
North Syracuse, NY 13212-2558
- 15. Warranty Provisions:** Contractor's Standard Warranty
- 16. Export Packing charges:** Not applicable
- 17. Terms and conditions of Government Purchase Card Acceptance:** Contact SRC, Inc. for terms and conditions of Government Purchase Card acceptance.
- 18. Terms and conditions of rental, maintenance, and repair:** Not applicable
- 19. Terms and conditions of installation:** Not applicable
- 20. Terms and conditions of repair parts:** Not applicable
- 20a. Terms and conditions for any other services:** Not applicable
- 21. List of service and distribution points:** Not applicable
- 22. List of participating dealers:** Not applicable
- 23. Preventive maintenance:** Not applicable
- 24a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:**
Not applicable
- 24b.** SRC, Inc. for Section 508 compliance information. The EIT standards can be found at:
<http://www.section508.gov>
- 25. DUNS Number:** 063053771
- 26.** SRC, Inc. is registered in the System for Award Management (SAM) database.



GSA HOURLY RATES W/IFF

SIN	Labor Category	3/7/19	3/7/20	3/7/21	3/7/22	3/7/23
		– 3/6/20	– 3/6/21	– 3/6/22	– 3/6/23	– 3/6/24
871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Administrative Support	\$69.02	\$70.47	\$71.95	\$73.46	\$75.00
871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Engineer	\$126.01	\$128.66	\$131.36	\$134.12	\$136.93
871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Engineer (Associate)	\$109.35	\$111.65	\$113.99	\$116.38	\$118.83
871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Engineer (Lead)	\$180.74	\$184.54	\$188.41	\$192.37	\$196.41
871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Engineer (Principal)	\$214.87	\$219.38	\$223.99	\$228.69	\$233.50
871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Engineer (Senior)	\$149.45	\$152.59	\$155.79	\$159.06	\$162.40
871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Engineer (Sr. Principal)	\$248.68	\$253.90	\$259.23	\$264.68	\$270.24
871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Engineering Support Staff	\$98.40	\$100.47	\$102.58	\$104.73	\$106.93
871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Engineering Support Staff (Associate)	\$70.67	\$72.15	\$73.67	\$75.22	\$76.80
871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Engineering Technician	\$80.65	\$82.35	\$84.08	\$85.84	\$87.65
871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Engineering Technician (Intermediate)	\$106.17	\$108.40	\$110.68	\$113.00	\$115.37
871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Engineering Technician (Senior)	\$121.71	\$124.27	\$126.88	\$129.54	\$132.26
871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Program Manager	\$245.62	\$250.78	\$256.04	\$261.42	\$266.91
871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Senior Project Manager	\$211.11	\$215.54	\$220.07	\$224.69	\$229.41
871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Subject Matter Expert 1	\$180.92	\$184.72	\$188.60	\$192.56	\$196.60
871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Subject Matter Expert 2	\$217.04	\$221.60	\$226.25	\$231.00	\$235.85
871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Subject Matter Expert 3	\$258.25	\$263.67	\$269.21	\$274.86	\$280.64

899-1, 899-3, 899-5	Scientist 1	\$62.85	\$64.17	\$65.52	\$66.89	\$68.30
899-1, 899-3, 899-5	Scientist 2	\$77.00	\$78.62	\$80.27	\$81.95	\$83.67
899-1, 899-3, 899-5	Scientist 3	\$88.72	\$90.58	\$92.48	\$94.42	\$96.41
899-1, 899-3, 899-5	Scientist 4	\$112.00	\$114.35	\$116.75	\$119.21	\$121.71
899-1, 899-3, 899-5	Scientist 5	\$134.33	\$137.15	\$140.03	\$142.97	\$145.97
899-1, 899-3, 899-5	Scientist 6	\$159.11	\$162.45	\$165.86	\$169.35	\$172.90
899-1, 899-3, 899-5	Specialist 3	\$61.00	\$62.28	\$63.59	\$64.92	\$66.29
899-1, 899-3, 899-5	Technical Manager 1	\$167.91	\$171.44	\$175.04	\$178.71	\$182.47
899-1, 899-3, 899-5	Technical Manager 2	\$189.57	\$193.55	\$197.62	\$201.77	\$206.00
899-1, 899-3, 899-5	Technical Manager 3	\$221.18	\$225.82	\$230.57	\$235.41	\$240.35
C132-51	Administrative Manager 3	\$201.00	\$205.22	\$209.53	\$213.93	\$218.42
C132-51	Engineer 1	\$75.75	\$77.34	\$78.96	\$80.62	\$82.31
C132-51	Engineer 2	\$104.88	\$107.08	\$109.33	\$111.63	\$113.97
C132-51	Engineer 3	\$119.88	\$122.40	\$124.97	\$127.59	\$130.27
C132-51	Engineer 4	\$140.00	\$142.94	\$145.94	\$149.01	\$152.14
C132-51	Engineer 5	\$161.71	\$165.11	\$168.57	\$172.11	\$175.73
C132-51	Engineer 6	\$186.00	\$189.91	\$193.89	\$197.97	\$202.12
C132-51	Specialist 3	\$43.56	\$44.47	\$45.41	\$46.36	\$47.33

Service Contract Act: The Service Contract Act (SCA) is applicable to this contract as it applies to the entire PSS Schedule and all services provided. While no specific labor categories have been identified as being subject to SCA due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CFR 541.300), this contract still maintains the provisions and protections for SCA eligible labor categories. If and / or when the contractor adds SCA labor categories / employees to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCA matrix identifying the GSA labor category titles, the occupational code, SCA labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.

Engineering Labor Category Descriptions

SINs 871-1/871-RC, 871-2/871-2RC, 871-3/871-3RC, 871-4/871-4RC, 871-5/871-5RC & 871-6/871-6RC

ADMINISTRATIVE SUPPORT

FUNCTIONAL DESCRIPTION: Provides required support services to a large group of technical staff, professional staff, or executives. Services provided minimally include formatting and editing of technical documents, basic data analysis, compiling information for reports, making travel arrangements, coordinating purchasing activities, etc.

MINIMUM EXPERIENCE: This position requires 0 years of work experience.

MINIMUM EDUCATION: High school diploma.

ENGINEER

FUNCTIONAL DESCRIPTION: Performs assignments of increasing complexity that require the investigation of a limited number of variables. Prepares technical specifications and other documents for internal or client use. May assist in the preparation and follow-up of research proposals. Interacts with and influences team members to achieve team goals.

MINIMUM EXPERIENCE: This position requires 3 or more years of work experience.

MINIMUM EDUCATION: Bachelor's degree in an engineering discipline (e.g. software engineering), computer science, mathematics, computational mathematics, physics, or a similar field.

ENGINEER (ASSOCIATE)

FUNCTIONAL DESCRIPTION: Conducts basic engineering tasks; may assume responsibility for completion of a specific task within the scope of a larger project. Contributes data and findings for use in reports, written documents, or oral presentations. Typically functions as part of a team.

MINIMUM EXPERIENCE: This position requires 0 years of work experience.

MINIMUM EDUCATION: Bachelor's degree in an engineering discipline (e.g. software engineering), computer science, mathematics, computational mathematics, physics, or a similar field.

ENGINEER (LEAD)

FUNCTIONAL DESCRIPTION: Completes complex assignments resulting in development of new or refined engineering techniques and procedures. Serves as a technical lead on complex projects. Plans and designs research projects within an engineering specialty. Prepares and presents findings and recommendations to clients.

MINIMUM EXPERIENCE: This position requires 10 or more years of work experience.

MINIMUM EDUCATION: Bachelor's degree in an engineering discipline (e.g. software engineering), computer science, mathematics, computational mathematics, physics, or a similar field.

ENGINEER (PRINCIPAL)

FUNCTIONAL DESCRIPTION: Develops and applies advanced engineering principles, theories, and concepts in the investigation and solution of complex applications and problems. Makes contributions to the planning and execution of marketing plans for major research programs. Oversees the preparation, presentation and follow-up of major proposals.

MINIMUM EXPERIENCE: This position requires 10 or more years of work experience.

MINIMUM EDUCATION: Bachelor's degree in an engineering discipline (e.g. software engineering), computer science, mathematics, computational mathematics, physics, or a similar field.

ENGINEER (SENIOR)

FUNCTIONAL DESCRIPTION: Contributes to the design of research projects. Assists in the presentation of findings and recommendations to clients. Guides the technical/research efforts of less experienced staff. May assume some project management duties for a specific phase of a major project or a total project of moderate scope. May monitor and organize the efforts of technical and clerical support staff.

MINIMUM EXPERIENCE: This position requires 6 or more years of work experience.

MINIMUM EDUCATION: Bachelor's degree in an engineering discipline (e.g. software engineering), computer science, mathematics, computational mathematics, physics, or a similar field.

ENGINEER (SR. PRINCIPAL)

FUNCTIONAL DESCRIPTION: Provides leadership in a specific technical field in which the individual is recognized as an authority. Demonstrates superior scope and breadth of knowledge through the creation of new concepts, applications, processes, or designs. Contributes to and directs the preparation and presentation of major research findings to clients. May present major research findings to the professional community.

MINIMUM EXPERIENCE: This position requires 10 or more years of work experience.

MINIMUM EDUCATION: Bachelor's degree in an engineering discipline (e.g. software engineering), computer science, mathematics, computational mathematics, physics, or a similar field.

ENGINEERING SUPPORT STAFF

FUNCTIONAL DESCRIPTION: Performs assignments of increasing complexity. Prepares moderately complex reports and related documentation. Contributes ideas to improve efficiency and accomplish department goals. Scope of responsibilities may include any of the following: project planning and coordination, budgeting, manpower and resource planning, financial reporting, production of management plans, technical documents, and configuration management.

MINIMUM EXPERIENCE: This position requires 4 or more years of work experience.

MINIMUM EDUCATION: Bachelor's degree in a professional specialty such as business administration, marketing, accounting, finance, graphic design, or Human Resource Management (HRM).

ENGINEERING SUPPORT STAFF (ASSOCIATE)

FUNCTIONAL DESCRIPTION: Independently conducts basic tasks; may assume responsibility for completion of a specific task within the scope of a larger project. Participates in more complex data gathering and data analysis activities and summarizes data for review by more experienced professionals and managers. Prepares written reports and summaries of work. Scope of responsibilities may include any of the following: project planning and coordination, budgeting, manpower and resource planning, financial reporting, production of management plans, technical documents, and configuration management.

MINIMUM EXPERIENCE: This position requires up to 3 years of work experience.

MINIMUM EDUCATION: Bachelor's degree in a professional specialty such as business administration, marketing, accounting, finance, graphic design, or HRM.

ENGINEERING TECHNICIAN

FUNCTIONAL DESCRIPTION: Assists in the planning of technical support functions required to support engineering, research, and development projects and activities; functions may include set-up, maintenance, circuit testing, assembly, installation, and fabrication. Consistently demonstrates a working knowledge of principles and procedures within area of specialization. Diagnoses and corrects minor system and equipment problems. As member of project team, provides ideas to team to contribute to achievement of team goals.

MINIMUM EXPERIENCE: This position requires 3 or more years of work experience.

MINIMUM EDUCATION: High school diploma and some training from a technical trade school or military technical school.

ENGINEERING TECHNICIAN (INTERMEDIATE)

FUNCTIONAL DESCRIPTION: Plans technical support functions required to support engineering, research, and development projects and activities; functions may include set-up, maintenance, circuit testing, assembly, installation, and fabrication. Independently evaluates, selects, and applies standardized principles and procedures in area of specialization to problems and projects of moderate complexity. Diagnoses and corrects complex system and equipment problems. Develops and conducts testing activities; may participate in design modifications in the completion of moderately complex assignments. May guide the technical efforts of less experienced staff.

MINIMUM EXPERIENCE: This position requires 6 or more years of work experience.

MINIMUM EDUCATION: High school diploma and some training from a technical trade school or military technical school.

ENGINEERING TECHNICIAN (SENIOR)

FUNCTIONAL DESCRIPTION: Analyzes and evaluates technical support requirements for projects of moderate complexity. Plans and designs technical projects within area of specialization. Independently evaluates, selects, and applies standardized principles and procedures in area of specialization to complex problems and projects. Diagnoses and corrects the most complex system and equipment problems. Contributes significantly to design modifications in the completion of complex assignments. May assist in the planning and monitoring of laboratory and/or manufacturing operations.

MINIMUM EXPERIENCE: This position requires 10 or more years of work experience.

MINIMUM EDUCATION: High school diploma and some training from a technical trade school or military technical school.

PROGRAM MANAGER

FUNCTIONAL DESCRIPTION: Plans, coordinates, and directs all phases of the most complex projects in area of expertise and provides consultation and guidance throughout the organization. Proposes and leads major new projects and programs which have significant impact on the organization.

MINIMUM EXPERIENCE: This position requires 10 or more years of work experience, including several years of program/project management experience.

MINIMUM EDUCATION: Bachelor's degree in an engineering discipline or business administration.

SENIOR PROJECT MANAGER

FUNCTIONAL DESCRIPTION: Plans, coordinates, and directs a number of complex projects or a single project of major scope and importance. Directs the preparation of major proposals and presentations.

MINIMUM EXPERIENCE: This position requires 10 or more years of related experience in the functional areas such those described above.

MINIMUM EDUCATION: Bachelor's degree in an engineering discipline or business administration.

SUBJECT MATTER EXPERT 1

FUNCTIONAL DESCRIPTION: Develops and applies policies and procedures within area of specialization in the investigation and solution of complex problems and the completion of complex projects. Serves as a primary functional area resource for senior management in area of engineering specialization. Demonstrates considerable innovation and creativity in developing solutions to complex engineering problems where no existing methods, procedures, or precedent exist.

MINIMUM EXPERIENCE: This position requires 5 or more years of work experience.

MINIMUM EDUCATION: Bachelor's degree in Engineering, Science, or other related field.

SUBJECT MATTER EXPERT 2

FUNCTIONAL DESCRIPTION: Demonstrates superior scope and breadth of knowledge in area of specialization through the creation of new concepts, policies, and procedures. Serves as lead functional area resource for senior management in the most complex and difficult issues in area of engineering specialization. Results may have significant impact on the achievement of both operational and strategic goals and objectives.

MINIMUM EXPERIENCE: This position requires 10 or more years of work experience.

MINIMUM EDUCATION: Bachelor's degree in Engineering, Science, or other related field.

SUBJECT MATTER EXPERT 3

FUNCTIONAL DESCRIPTION: Provides thought leadership on engineering related topics. Oversees and provides guidance to project and program directors/managers. Helps to shape senior management agendas, performs high level analysis related to consulting subject areas. Oversees the assessments and evaluations of the project managers and client feedback.

MINIMUM EXPERIENCE: This position requires 15 or more years of work experience.

MINIMUM EDUCATION: Bachelor's degree in Engineering, Science, or other related field.

Environmental Labor Category Descriptions
SINs 899-1/899-1RC, 899-3/899-3RC & 899-5/899-5RC

SCIENTIST 1

FUNCTIONAL DESCRIPTION: Performs routine assignments with clear, specific objectives which may require the limited exercise of judgment and decision-making skills. Conducts research tasks assigned by more experienced researchers and management. Collects, compiles, and processes data and develops preliminary findings for review by more experienced scientists and managers. Searches literature; conducts surveys and tests; and collects, analyzes, and summarizes data. Develops preliminary findings for review by more experienced researchers and managers. Contributes to research reports and journal publications as directed.

MINIMUM EXPERIENCE: This position requires 2 years of experience.

MINIMUM EDUCATION: Associate's degree.

SCIENTIST 2

FUNCTIONAL DESCRIPTION: Performs basic assignments involving relatively few complex features for which there are precedents. Enters data into databases, spreadsheets, and other appropriate formats for review and use by others. Performs basic calculation, data evaluation, and modeling tasks involving use of various software packages. Assists in the preparation of technical documents, including reports, and data summaries for internal or client use.

MINIMUM EXPERIENCE: This position requires 2 years of experience.

MINIMUM EDUCATION: Bachelor's degree.

SCIENTIST 3

FUNCTIONAL DESCRIPTION: Performs more complex assignments that require investigation of multiple issues where some precedent may exist. May contribute to some task management activities and assist in reviewing work performed by others. Performs tasks of a larger scope; may lead specific tasks within the scope of a larger project. Identifies problems and related research issues and contributes to technical approaches and solutions. Contributes to project plans within a scientific specialty.

MINIMUM EXPERIENCE: This position requires 3 years of experience.

MINIMUM EDUCATION: Bachelor's degree.

SCIENTIST 4

FUNCTIONAL DESCRIPTION: Contributes significantly to the design of research projects. Independently evaluates, selects, and applies standardized scientific procedures and techniques to problems and projects of moderate complexity. Guides the technical/research efforts of less experienced staff. Completes complex assignments of diverse scope resulting in development of new or refined scientific procedures and techniques. Plans and designs research projects within area of specialization. May have

limited task management responsibilities, including contributing to staffing plans and tracking task budgets. Provides Quality Assurance (QA) / Quality Control (QC) and review of work performed by more junior scientists. Prepares and presents research findings and recommendations.

MINIMUM EXPERIENCE: This position requires 4 years of experience.

MINIMUM EDUCATION: Bachelor's degree.

SCIENTIST 5

FUNCTIONAL DESCRIPTION: Applies advanced scientific methods in developing original research programs. Develops or directs the development of solutions to moderately complex research problems and projects where little or no precedent exists and innovation is required. Frequently authors technical reports and articles published in peer-reviewed journals. Develops and applies advanced scientific procedures and techniques in the investigation and solution of complex problems. Provides guidance to management regarding research in area of scientific expertise and in related areas; advises management on scientific research trends and developments in area of expertise. May serve as task manager, including identifying appropriate staff to perform work, developing budgets and schedules, tracking progress, and providing QA/QC review of deliverables.

MINIMUM EXPERIENCE: This position requires 6 years of experience.

MINIMUM EDUCATION: Bachelor's degree.

SCIENTIST 6

FUNCTION DESCRIPTION: Responsible for interpreting and executing complex assignments as individual contributor and/or managing complex programs and projects. Develops or directs the development of solutions to complex research problems where little or no precedent exists and substantial innovation is required. May lead the development of intellectual property. May provide research leadership in a specific scientific field. Establishes technical objectives of projects, recommends research staff assignment, directs and may participate in research efforts; monitors research outcomes and may make final recommendations to clients; and plans and directs the most complex projects in area of expertise and provides consultation and guidance throughout SRC relative to same. Contributes to and directs the preparation and presentation of research findings in technical reports, articles in peer-reviewed journals, and/or presentations at scientific conferences. May lead or manage multiple tasks within a functional area or program, and serves as a Point-of-Contact (POC) for clients.

MINIMUM EXPERIENCE: This position requires 7 years of experience.

MINIMUM EDUCATION: Bachelor's degree.

SPECIALIST 3

FUNCTIONAL DESCRIPTION: Basic familiarity with fundamental office and clerical operations. Responsibilities include, but are not limited to: PC skills, operating and adjusting duplication equipment to produce printed pieces for external or internal distribution, maintaining general files according to

established procedures, and periodically transferring materials from active to storage files. Follows methods either developed by others under relatively close supervision.

MINIMUM EXPERIENCE: This position requires 7 years of experience.

MINIMUM EDUCATION: High School.

TECHNICAL MANAGER 1

FUNCTION DESCRIPTION: Demonstrates working knowledge and application of project management skills, including planning, budgeting, staffing, and tracking progress against goals. Directs the work of an assigned group of scientists, and/or support staff in the completion of assignments and projects. Applies principles, theories, and concepts within area of specialization in the completion of projects and assignments. Demonstrates basic knowledge and application of supervisory skills, including organizing and assigning work, staffing projects, and training of assigned staff. Directs assigned technical organization to ensure results related to technical objectives. Monitors and controls allocated project budgets and project schedules. Reviews and evaluates results of technical projects under direction.

MINIMUM EXPERIENCE: This position requires 7 years of experience.

MINIMUM EDUCATION: Bachelor's degree.

TECHNICAL MANAGER 2

FUNCTION DESCRIPTION: Directs the work of a functional area within a project team and/or business unit. May serve as program manager on small or medium-sized contracts, providing senior technical leadership and program management, including developing budgets and schedules and tracking progress. Technical staff and/or supervisory personnel report to this level. Organizes project and task workloads and selects most qualified individuals for specific assignments. Serves as POC for clients in communicating project status, progress, and results.

MINIMUM EXPERIENCE: This position requires 10 years of experience.

MINIMUM EDUCATION: Bachelor's degree

TECHNICAL MANAGER 3

FUNCTIONAL DESCRIPTION: Directs major programs within a business unit, including assigning staff and other resources, monitoring technical quality and project schedules/budgets, and assuring customer satisfaction. Leads the work of functional areas within an Operations Center. Senior technical staff and other management personnel report to this level. Applies advanced scientific principles, theories, and concepts in an engineering or scientific specialty in the management of management, technical, and support staff. Demonstrates advanced knowledge and application of management skills, including establishing schedules and budgets and monitoring and controlling performance. Demonstrates working knowledge and application of personnel management skills. Plans, organizes, and manages the work of assigned technical and management staff. Establishes schedules and budgets for multiple functional areas within an Operations Center. Develops operational plans for multiple functional areas within an

Operations Center. Serves as Program Manager on medium and large contracts. Monitors project progress and outcomes and communicates results to clients.

MINIMUM EXPERIENCE: This position requires 12 years of experience

MINIMUM EDUCATION: Bachelor's degree.

**IT Labor Category Descriptions
SIN C132-51**

ADMINISTRATIVE MANAGER 3

FUNCTIONAL EXPERIENCE: Mastery of the applicable laws, principles, and practices of a professional or administrative field and demonstrated skills and abilities in planning organizing, and managing; work requires the development and administration of programs within prescribed policies, based on the appraisal of facts, trends, and the evaluation of anticipated results and their relation to overall department and organizational objectives.

MINIMUM EXPERIENCE: This position requires 15 years of experience.

MINIMUM EDUCATION: Bachelor's degree.

ENGINEER 1

FUNCTIONAL DESCRIPTION: May assist in the preparation, presentation, and follow-up of research proposals. Conducts basic engineering tasks assigned by more experienced researchers and management. Assists in the searching of literature; conducting surveys and experimental tests; collecting, analyzing, and summarizing data. Develops preliminary findings for review by more experienced researchers and managers. Prepares written reports of work; contributes to research reports and journal publications as directed. Applies and interprets standard engineering theories, concepts, and techniques. Develops solutions to problems where established theories and techniques can be identified and some precedent exists. Determines own approach to problem and devises solutions when job is within scope of own ability; subject to supervisor approval. Work usually correlates with what other researchers have done or are doing. Initiates and carries out appropriate self-development efforts.

MINIMUM EXPERIENCE: This position requires 0 years of experience.

MINIMUM EDUCATION: Bachelor's degree.

ENGINEER 2

FUNCTIONAL DESCRIPTION: May assist in the preparation, presentation, and follow-up of research proposals. Conducts engineering tasks assigned by more experienced researchers and management. Searches literature; conducts surveys and experimental tests; and collects, analyzes, and summarizes data. Develops preliminary findings for review by more experienced researchers and managers. Prepares written reports of work; contributes to research reports and journal publications as directed. Applies and interprets standard engineering theories, concepts, and techniques. Develops solutions to problems where established theories and techniques can be identified and some precedent exists. Determines own approach to problem and devises solutions when job is within scope of own ability; work usually correlates with what other researchers have done or are doing. Initiates and carries out appropriate self-development efforts.

MINIMUM EXPERIENCE: This position requires 3 years of experience.

MINIMUM EDUCATION: Bachelor's degree.

ENGINEER 3

FUNCTIONAL DESCRIPTION: Initiates, plans and carries out marketing activities. Prepares, presents, and follows-up on research proposals. Contributes to the design of research projects. Conducts and/or participates in research projects within an engineering specialty; is responsible for meeting research goals within time and budget constraints. Develops, or organizes the development of research findings, draws conclusions, and develops recommendations. Prepares and presents research reports to clients. Applies and interprets standard engineering theories, concepts, and techniques in an engineering specialty; applies a working knowledge of related disciplines. Works on a wide range of problems requiring the use of creative and imaginative thinking. Is gaining recognition from peers and clients for expertise in a selected technical field. May author articles published in peer-reviewed journals. Initiates and carries out appropriate self-development activities.

MINIMUM EXPERIENCE: This position requires 6 years of experience.

MINIMUM EDUCATION: Bachelor's degree.

ENGINEER 4

FUNCTION DESCRIPTION: Regularly makes positive contributions to marketing activities; contributes to planning for research programs; responsible for generating research in existing and new market and technical areas; and often markets multidisciplinary concepts. Contributes to and directs the preparation, presentation, and follow-up of research proposals. Plans and designs research projects within an engineering specialty. Conducts large research projects and is responsible for meeting research goals within time and cost constraints. Develops, or directs the development of research findings, draws conclusions, and develops recommendations. Prepares and presents research reports to clients. Applies on a broad basis principles, theories, and concepts to a field of engineering specialty; applies a working knowledge of related disciplines. Works on a wide range of problems requiring the use of creative and imaginative thinking. Has gained recognition from peers and clients for technical expertise. Initiates and carries out appropriate self-development efforts.

MINIMUM EXPERIENCE: This position requires 10 years of experience.

MINIMUM EDUCATION: Bachelor's degree

ENGINEER 5

FUNCTIONAL EXPERIENCE: Provides research leadership in a well-defined technical area within a Research Center. Makes contributions to the planning and execution of marketing plans for major research programs within a Research Center. Oversees the preparation, presentation, and follow-up of major proposals. Plans critical projects requiring a high degree of creativity and technical organization. Establishes technical objectives, recommends research staff assignment, and directs and participates in research efforts. Establishes and controls time and task schedules and budgets. Manages major research projects. Reviews research outcomes and recommendations of lower level researchers and may make final recommendations to clients. Contributes to and directs the preparation and presentation of research reports to clients and the professional community. Applies advanced engineering principles, theories, and concepts in developing original research programs. Develops, or directs the development of solutions to complex research problems where little or no precedent exists and innovation is

required. Is recognized both internally and externally as being an authority in a research specialty. Frequently authors articles published in peer-reviewed journals. Initiates and carries out appropriate self-development efforts.

MINIMUM EXPERIENCE: This position requires 11 years of experience.

MINIMUM EDUCATION: Bachelor's degree.

ENGINEER 6

FUNCTIONAL EXPERIENCE: Provides research leadership in a specific technical field in which the individual is recognized as a national authority; leads research at the Program level. Makes contributions at the Program level to the planning and execution of marketing plans for major research programs within Center; foresees and promotes interdisciplinary applications of research expertise. Oversees the preparation, presentation, and follow-up of major proposals. Establishes technical objectives of projects, recommends research staff assignment, and directs and may participate in research efforts; monitors research outcomes and may make final recommendations to clients; and plans and directs the most complex projects in area of expertise and provides consultation and guidance throughout SRC relative to same. Contributes to and directs the preparation and presentation of research reports to clients and the professional community. Applies advanced engineering principles, theories, and concepts in developing original research programs. Develops, or directs the development of solutions to complex research problems where little or no precedent exists, innovation is required, and which may extend the boundaries of existing knowledge. Is recognized as a national authority in a research specialty. Frequently authors articles published in peer-reviewed journals. Initiates and carries out appropriate self-development efforts.

MINIMUM EXPERIENCE: This position requires 12 years of experience.

MINIMUM EDUCATION: Bachelor's degree.

SPECIALIST 3

FUNCTIONAL DESCRIPTION: Sufficient familiarity with field of specialization to work effectively in usual situations; work requires individual to devise own methods, to analyze situations, and to apply standard procedures in making decisions regarding assignments.

MINIMUM EXPERIENCE: This position requires 7 years of experience.

MINIMUM EDUCATION: High School.

Substitution Chart - Labor Categories PSS

Labor Category	Min Edu	Min Exp	PhD	Masters	Bachelors	Associate	High School
Administrative Support	High School	0					0
Engineer	Bachelors	3	0	1	3		
Engineer (Associate)	Bachelors	0			0		
Engineer (Lead)	Bachelors	10	6	8	10		
Engineer (Principal)	Bachelors	10	6	8	10		
Engineer (Senior)	Bachelors	6	2	4	6		
Engineer (Sr. Principal)	Bachelors	10	6	8	10		
Engineering Support Staff	Bachelors	4	0	2	4		
Engineering Support Staff (Associate)	Bachelors	3	0	1	3		
Engineering Technician	High School	3			0	1	3
Engineering Technician (Intermediate)	High School	6		0	2	4	6
Engineering Technician (Senior)	High School	10	2	4	6	8	10
Program Manager	Bachelors	10	6	8	10	12	14
Senior Project Manager	Bachelors	10	6	8	10	12	14
Subject Matter Expert 1	Bachelors	5	1	3	5	7	9
Subject Matter Expert 2	Bachelors	10	6	8	10	12	14
Subject Matter Expert 3	Bachelors	15	11	13	15	17	19
Scientist 1	Associates	2			0	2	4
Scientist 2	Bachelors	2		0	2	4	6
Scientist 3	Bachelors	3	0	1	3	5	7
Scientist 4	Bachelors	4	0	2	4	6	8
Scientist 5	Bachelors	6	2	4	6	8	10
Scientist 6	Bachelors	7	3	5	7	9	11
Specialist 3	High School	7	0	1	3	5	7
Technical Manager 1	Bachelors	7	3	5	7	9	11
Technical Manager 2	Bachelors	10	6	8	10	12	14
Technical Manager 3	Bachelors	12	8	10	12	14	16

Administrative Manager 3	Bachelors	15	11	13	15	17	19
Engineer 1	Bachelors	0			0		
Engineer 2	Bachelors	3	0	1	3		
Engineer 3	Bachelors	6	2	4	6		
Engineer 4	Bachelors	10	6	8	10		
Engineer 5	Bachelors	11	7	9	11		
Engineer 6	Bachelors	12	8	10	12		
Specialist 3	High School	7	0	1	3	5	7