GENERAL SERVICES ADMINISTRATION

Federal Supply Service

Authorized Federal Supply Schedule Price List

Professional Engineering Services

Contract No. PES GS-10F-0303T
Base Contract Period: 12 July 2007 – 11 July 2012
Business Size: Small, Woman-Owned
Sic Code: 8711
NAICS Code: 541330, 541611 and 541710

BFA Systems, Inc.
990 Explorer Blvd., Suite B
Huntsville, AL 35806
http://www.bfasystems.com
(256) 922-8791(main office)
(256) 922-8799 (fax)

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

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

BFA SYSTEMS

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# I.	Company Overview

BFA Systems, Incorporated, is a woman-owned small business headquartered in Huntsville, Alabama. The company was founded in May 2005 and has grown to over 30 employees, 29% of whom have a Masters Degree or higher. BFA Systems' facility is located in Cummings Research Park at 990 Explorer Drive, Suite B, Huntsville, Alabama 35806. The company has a Top Secret Facility Clearance and up to Secret safeguarding capability.

BFA Systems personnel have extensive experience supporting Verification and Validation (V&V) of large-scale models and simulations and hardware in the loop (HWIL) elements. BFA Systems is currently the technical lead V&V contractor providing a wide range of related support activities to SMDC for the Missile Defense System Exerciser (MDSE). We provide direct support to the Robotic Systems Joint Program Office (RSJPO) at Redstone Arsenal. Engineers provide support in the areas of program technical management, engineering, testing and logistics. Activities include specification development, documentation, on-site testing and maintenance of small, medium and large robotic systems. BFA Systems personnel have developed performance specifications, developed security classification guides, applied for frequency spectrum certifications, designed and recommended solutions to fielded systems, and have written numerous documents to ensure fielded systems can be safely and properly operated and maintained.

The company provides System Engineering support to the Joint Land Attack Cruise Missile Defense Elevated Netted Sensors (JLENS) system Project Office on-site at the government facility at Redstone Arsenal. This support includes the evaluation of the impact of other programs such as the Integrated Air and Missile Defense (IAMD) program, Navy Integrated Fire Control Architecture (NIFCA) program, and the Cooperative Engagement Capability (CEC) program on the JLENS requirements and performance. In addition, BFA Systems provides analysis of communications requirements to ensure compatibility with the Department of Defense Network Centric (Net-Centric) Key Performance Parameters (KPP).

BFA Systems has been involved in evaluation and assessment of various composite track managers for PEO Missiles and Space (PEOMS) in support of the Army Integrated Air and Missile Defense (AIAMD) architecture to develop enhanced weapon system functionality and enable more consistent track pictures. BFA engineers supported the Joint Architecture Working Group (JAWG) to define the component architecture to support a Single Integrated Air Picture (SIAP) and Integrated Fire Control (IFC) system.

BFA Systems, under award from the Missile Defense Agency Small Business Innovative Research award, performs highly complex model and simulation support for assessing lethality of high-explosive warheads. The Multi-Fragment Impact model is being developed and integrated into PEELS to provide fast-running results versus existing hydrocodes.

At BFA Systems, Inc. we employees interact with our customers on a personal, one-on-one basis – a personal touch often unavailable in larger corporations. BFA Systems, Inc. offers expertise on varying multidisciplinary levels with significant skill depth availability to conquer your demands.

BFA Systems' core expertise includes:

- ➢ Weapon System Engineering
    - o Battle Management Command and Control
        - ▪ Kill Chain & Timeline Analysis
            - ❖ Search
            - ❖ Detect
            - ❖ Track
            - ❖ Threat Assessment
            - ❖ Engagement Planning
            - ❖ Engagement Decision

- ❖ Weapon Assignment
- ❖ Engagement Execution
- ❖ Kill Assessment
- ❖ Sensor and Missile Performance
- ❖ Kill Chain Timeline Determination
  - ▪ Track Manager Assessment
    - ❖ Composite Track Manager
      - ✓ Existing and emerging technologies for Integration within Army Systems
      - ✓ Joint Systems Engineering Organization (JSSEO) to define the future capabilities of the IABM
    - ❖ Combat Identification (CID)
      - ✓ Definition and association of attribute data for accurately applying CID technologies/capabilities and distributing data
    - ❖ Communications
      - ✓ Examine existing and emerging radio alternatives
      - ✓ Identify new technologies to support the required architecture
    - ❖ Multi-Source Integration
      - ✓ Correlation-Association-Combination of multiple source of information to provide a single track store containing all known kinematic and non-kinematic data of a given track
  - ▪ Communication Network Analysis
    - ❖ Physical Characteristics
      - ✓ Size, Weight, Power, Loss
      - ✓ Range, Bandwidth, Latency
    - ❖ Network Architecture
      - ✓ Frequency Division Multiple Access (FDMA)
      - ✓ Time Division Multiple Access (TDMA)
      - ✓ Code Division Multiple Access (CDMA)
      - ✓ Point-to-Point
      - ✓ Mobile Ad Hoc Networking (MANET)
    - ❖ Tactical Data Links
      - ✓ Link-11
      - ✓ Link-16
      - ✓ Forward Area Air Defense (FAAD) Data Link (FDL)
      - ✓ Remote Radar Data Link (RRDL)
      - ✓ Cooperative Engagement Capability (CEC)
      - ✓ United States Message Text Format (USMTF)
      - ✓ Variable Message Format (VMF)
      - ✓ Integrated Broadcast System (IBS I/S)
- o Modeling and Simulation
  - ▪ SSDD
  - ▪ VV&A Methodology
  - ▪ HWILT/BMDS VV&A
    - ❖ BMDS HWIL SE&I Team
      - ✓ BMDS HWIL System Engineering SETA
      - ✓ BMDS HWIL Requirements Definition
      - ✓ BMDS HWIL Systems Integration Support
      - ✓ BMDS HWIL Test Plan Development
    - ❖ BMDS HWIL V&V Team
      - ✓ BMDS HWIL Interoperability V&V
      - ✓ Test Event Accreditation Risk Assessments

- - - ✓ OTA Assessments (Data Source and Test Verification Matrices)
  - ❖ BMDS HWIL Test & Evaluation Team
    - ✓ Anchoring (Specs, Ground & Flight Tests)
    - ✓ Threat Assessment / Verification
    - ✓ Latency Analysis
  - Threat Analysis
  - Anchoring
  - Model, Simulation & Tools
    - ❖ Force Level / Campaign Analysis
      - ✓ Extended Air Defense Simulation (EADSIM)
      - ✓ Extended Air Defense Test Bed (EADTB)
      - ✓ CAPS
    - ❖ System Performance Analysis
      - ✓ FMS/D
      - ✓ LSI Integration Defense Simulation (LIDS)
      - ✓ Multi-functional Simulation (MFSIM)
      - ✓ Sensor Simulation Test Bed (SSTB)
      - ✓ Ballistic Missile Defense System (BMDS) SIM
    - ❖ Lethality Analysis
      - ✓ Kinetic Impact Debris Distribution (KIDD)
      - ✓ Parametric Endo / Exoatmospheric Lethality Simulation
      - ✓ Post-Engagement Ground Effects Model (PEGEM)
      - ✓ BRL-CAD
    - ❖ Threat Trajectory Analysis
      - ✓ Pioneer
    - ❖ Architecture Development & Analysis
      - ✓ System Architect
      - ✓ CORE
      - ✓ J8 Architectural Analysis Tool
      - ✓ DOORS
      - ✓ CRADLE
    - ❖ Structural Analysis
      - ✓ NASA Structural Analysis (NASTRAN)
      - ✓ PATRAN
      - ✓ Solid Edge
    - ❖ Orbital Mechanics
      - ✓ Satellite Tool Kit (STK)
    - ❖ Test / Exercise Support and Analysis
      - ✓ Joint Analysis Development Environment (JADE)
      - ✓ MATLAB
      - ✓ LabVIEW
- o Unmanned Systems
  - Program Management
  - Requirements Analysis & Planning
  - Systems Engineering & Integration
  - Test & Evaluation
  - Product Prototyping
  - COTS Fielding, Training, Sustainment
- o Space and Intelligence
- o Threat Lethality Engineering
- o Independent Verification and Validation

- Software Engineering
  - Requirements and Design Analysis
  - Development, Verification and Testing
- NASA
  - Project Support
  - Structural Analysis

II.   Customer Information

BFA Systems, Incorporated
990 Explorer Boulevard, Suite B
Huntsville, AL 35806
256.922.8791 (Phone)
256.922.8799 (Fax)
www.bfasystems.com

1a.   Awarded Special Item Numbers (SINs)

871-1	Strategic Planning for Technology Programs	EE, ME, ChE
871-2	Concept Development and Requirements Analysis	EE, ME, ChE
871-3	System Design and Integration	EE, ME, ChE
871-4	Test and Evaluation	EE, ME, ChE
871-5	Integrated Logistics Support	EE, ME, ChE
871-6	Acquisition and Life Cycle Support	EE, ME, ChE

1b.   The pricing for the awarded labor categories can be found in Section II and are for domestic use, contractor site only. BFA Systems will offer a discount of 12.5% for Government site rates. Pricing adjustments for overseas work will be negotiated based on the U.S. State Department published differentials.

1c.   The labor rate descriptions can be found in Section III.

2.   Maximum Order Amount: $ 750,000.00

3.   **Minimum Order Amount:** $ 100.00

4.   **Geographic coverage (delivery area) –** This contract was established to be used as sources for Professional Engineering Services as described in the Statement of Work for domestic and overseas use.

POC: Ms. Renee Blackburn
BFA Systems
990 Explorer Blvd, Suite B
Huntsville, AL 35806
(256) 922-8791
renee.blackburn@bfasystems.com

5.   **Point(s) of production**: Huntsville, AL.

6.   **Discount from list prices or statement of net price.** Prices shown herein are net prices.

7.   **Quantity Discounts:** 1% discount for task orders exceeding $500,000.

8. **Prompt Payment terms:** 0.5% discount for payment within 15 days.

9a. **Government Purchase Cards:** Government cards are accepted below the micro-purchase threshold of $2,500.

9b. **Government Purchase Cards:** Government cards are accepted below the micro-purchase threshold of $2,500.

10. **Foreign Items:** None

11a. **Time of Delivery:** As negotiated at the task order level.
11b. **Expedited Delivery:** As negotiated at the task order level.
11c. **Overnight and 2-day Delivery:** As negotiated at the task order level.
11d. **Urgent Requirements:** As negotiated at the task order level.

12. **FOB Point:** Destination

13a. **Ordering Address:**
Attn: GSA Order
BFA Systems
990 Explorer Blvd, Suite B
Huntsville, AL 35806

13b. **Ordering Procedures**: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs) and a sample BPA can be found at the GSA/FSS Schedule homepage (www.fss.gsa.gov/schedules).

14. **Payment Address:**
Attn: GSA Order
BFA Systems
990 Explorer Blvd, Suite B
Huntsville, AL 35806

15. **Warranty Provision:** Personnel provided under this Schedule will have the education and experience as outlined in Section III.

16. **Export Packaging Charges:** Not applicable

17. **Terms and Conditions of Government Purchase Card Acceptance:** The Government purchase card is accepted for all orders.

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

21.   **List of Service and Distribution Points:** Worldwide

22.   **List of Participating Dealers:** Not applicable

23.   **Preventative Maintenance:** Not applicable

24a.   **Special attributes:** Not applicable
24b.   **508 Compliance:** Not applicable

25.   **DUNs Number:** 19-8886249

26.   BFA Systems is registered in the Central Contractor Registration (CCR) database.

II.   Labor Rates

Base Period

GSA Labor Category	FSS Yr 1 From: 7/12/2007 To: 7/11/2008 Domestic Government Site	FSS Yr 2 From: 7/12/2008 To: 7/11/2009 Domestic Government Site	FSS Yr 3 From: 7/12/2009 To: 7/11/2010 Domestic Government Site	FSS Yr 4 From: 7/12/2010 To: 7/11/2011 Domestic Government Site	FSS Yr 5 From: 7/12/2011 To: 7/11/2012 Domestic Government Site
Administrative I*	$20.37	$21.18	$22.03	$22.91	$23.83
Administrative II*	$33.17	$34.49	$35.88	$37.31	$38.80
Administrative III*	$35.85	$37.28	$38.77	$40.33	$41.94
Administrative IV*	$41.15	$42.80	$44.51	$46.29	$48.14
Engineer/Analyst I	$46.36	$48.21	$50.14	$52.14	$54.23
Engineer/Analyst II	$49.69	$51.68	$53.75	$55.90	$58.14
Engineer/Analyst III	$62.39	$64.88	$67.47	$70.18	$72.98
Engineer/Analyst IV	$70.82	$73.66	$76.61	$79.67	$82.85
Engineer/Analyst V	$85.49	$88.91	$92.46	$96.16	$100.00
Engineer/Analyst VI	$94.91	$98.71	$102.66	$106.76	$111.04
Engineer/Analyst VII	$98.47	$102.41	$106.51	$110.77	$115.19
Engineer/Analyst VIII	$105.37	$109.59	$113.97	$118.53	$123.27
Engineer/Analyst IX	$118.90	$123.66	$128.60	$133.74	$139.09
Engineer/Analyst X	$127.38	$132.48	$137.78	$143.29	$149.02
Sr. Management/Technical Staff I	$95.84	$99.67	$103.66	$107.81	$112.12
Sr. Management/Technical Staff II	$100.49	$104.51	$108.69	$113.04	$117.56
Sr. Management/Technical Staff III	$108.88	$113.23	$117.76	$122.47	$127.37
Sr. Management/Technical Staff IV	$122.56	$127.46	$132.56	$137.86	$143.38
Sr. Management/Technical Staff V	$139.80	$145.39	$151.21	$157.26	$163.55
Sr. Management/Technical Staff VI	$180.78	$188.02	$195.54	$203.36	$211.50
Sr. Management/Technical Staff VII	$190.92	$198.56	$206.50	$214.76	$223.35
Subject Matter Expert I	$146.32	$152.17	$158.25	$164.59	$171.17
Subject Matter Expert II	$163.87	$170.43	$177.25	$184.34	$191.71
Subject Matter Expert III	$195.08	$202.89	$211.00	$219.44	$228.22
Illustrator/Graphics/Tech Writer I*	$31.45	$32.71	$34.01	$35.38	$36.79
Illustrator/Graphics/Tech Writer II*	$39.09	$40.65	$42.28	$43.97	$45.73
Illustrator/Graphics/Tech Writer III*	$44.63	$46.41	$48.27	$50.20	$52.21
Illustrator/Graphics/Tech Writer IV	$54.50	$56.68	$58.95	$61.31	$63.76
Software Developer/Programmer I	$52.82	$54.93	$57.14	$59.42	$61.79
Software Developer/Programmer II	$63.11	$65.63	$68.26	$70.99	$73.83
Software Developer/Programmer III	$67.62	$70.32	$73.14	$76.06	$79.11
Software Developer/Programmer IV	$73.36	$76.30	$79.35	$82.52	$85.82
Software Developer/Programmer V	$86.69	$90.15	$93.76	$97.51	$101.41
Technician I*	$36.93	$38.40	$39.94	$41.55	$43.20
Technician II*	$47.46	$49.36	$51.34	$53.38	$55.52
Technician III*	$60.81	$63.25	$65.77	$68.41	$71.15
Technician IV*	$69.69	$72.48	$75.37	$78.39	$81.52
Systems Ops Research Analyst I	$42.55	$44.26	$46.03	$47.87	$49.78
Systems Ops Research Analyst II	$52.46	$54.56	$56.74	$59.01	$61.37
Systems Ops Research Analyst III	$62.70	$65.21	$67.82	$70.53	$73.35
Systems Ops Research Analyst IV	$73.89	$76.85	$79.92	$83.12	$86.44

GSA Labor Category	FSS Yr 1 From: 7/12/2007 To: 7/11/2008 Domestic Government Site	FSS Yr 2 From: 7/12/2008 To: 7/11/2009 Domestic Government Site	FSS Yr 3 From: 7/12/2009 To: 7/11/2010 Domestic Government Site	FSS Yr 4 From: 7/12/2010 To: 7/11/2011 Domestic Government Site	FSS Yr 5 From: 7/12/2011 To: 7/11/2012 Domestic Government Site
Systems Ops Research Analyst V	$84.11	$87.47	$90.97	$94.61	$98.39
Systems Ops Research Analyst VI	$93.22	$96.95	$100.84	$104.86	$109.06
Systems Ops Research Analyst VII	$101.26	$105.32	$109.52	$113.91	$118.46
Logistics Analyst I	$41.83	$43.51	$45.24	$47.05	$48.93
Logistics Analyst II	$48.97	$50.93	$52.97	$55.09	$57.30
Logistics Analyst III	$53.56	$55.70	$57.93	$60.24	$62.65
Logistics Analyst IV	$58.00	$60.32	$62.74	$65.25	$67.86
Logistics Analyst V	$61.54	$64.00	$66.56	$69.22	$72.00
Logistics Analyst VI	$72.26	$75.15	$78.16	$81.28	$84.53
Logistics Analyst VII	$82.15	$85.44	$88.87	$92.42	$96.11
Logistics Analyst VIII	$87.33	$90.83	$94.46	$98.24	$102.17

GSA Labor Category	FSS Yr 1 From: 7/12/2007 To: 7/11/2008 Domestic Contractor Site	FSS Yr 2 From: 7/12/2008 To: 7/11/2009 Domestic Contractor Site	FSS Yr 3 From: 7/12/2009 To: 7/11/2010 Domestic Contractor Site	FSS Yr 4 From: 7/12/2010 To: 7/11/2011 Domestic Contractor Site	FSS Yr 5 From: 7/12/2011 To: 7/11/2012 Domestic Contractor Site
Administrative I*	$23.28	$24.21	$25.18	$26.19	$27.23
Administrative II*	$37.91	$39.42	$41.00	$42.64	$44.34
Administrative III*	$40.97	$42.61	$44.31	$46.09	$47.93
Administrative IV*	$47.03	$48.91	$50.87	$52.90	$55.02
Engineer/Analyst I	$52.98	$55.10	$57.30	$59.59	$61.98
Engineer/Analyst II	$56.79	$59.06	$61.43	$63.88	$66.44
Engineer/Analyst III	$71.30	$74.15	$77.11	$80.20	$83.41
Engineer/Analyst IV	$80.94	$84.18	$87.55	$91.05	$94.69
Engineer/Analyst V	$97.70	$101.61	$105.67	$109.90	$114.29
Engineer/Analyst VI	$108.47	$112.81	$117.32	$122.01	$126.90
Engineer/Analyst VII	$112.54	$117.04	$121.72	$126.59	$131.65
Engineer/Analyst VIII	$120.42	$125.24	$130.25	$135.46	$140.88
Engineer/Analyst IX	$135.88	$141.32	$146.97	$152.85	$158.96
Engineer/Analyst X	$145.58	$151.41	$157.46	$163.76	$170.31
Sr. Management/Technical Staff I	$95.84	$102.11	$106.20	$110.44	$114.86
Sr. Management/Technical Staff II	$114.85	$119.44	$124.22	$129.19	$134.36
Sr. Management/Technical Staff III	$124.43	$129.40	$134.58	$139.96	$145.56
Sr. Management/Technical Staff IV	$137.88	$143.40	$149.13	$155.10	$161.30
Sr. Management/Technical Staff V	$159.77	$166.16	$172.81	$179.72	$186.91
Sr. Management/Technical Staff VI	$206.61	$214.88	$223.47	$232.41	$241.71
Sr. Management/Technical Staff VII	$218.19	$226.92	$236.00	$245.44	$255.26
Subject Matter Expert I	$167.22	$173.91	$180.86	$188.10	$195.62
Subject Matter Expert II	$187.28	$194.78	$202.57	$210.67	$219.10
Subject Matter Expert III	$222.95	$231.87	$241.14	$250.79	$260.82
Illustrator/Graphics/Tech Writer I*	$35.94	$37.38	$38.87	$40.43	$42.05
Illustrator/Graphics/Tech Writer II*	$44.67	$46.46	$48.32	$50.25	$52.26
Illustrator/Graphics/Tech Writer III*	$51.00	$53.04	$55.17	$57.37	$59.67
Illustrator/Graphics/Tech Writer IV	$62.29	$64.78	$67.37	$70.07	$72.87

GSA Labor Category	FSS Yr 1 From: 7/12/2007 To: 7/11/2008 Domestic Contractor Site	FSS Yr 2 From: 7/12/2008 To: 7/11/2009 Domestic Contractor Site	FSS Yr 3 From: 7/12/2009 To: 7/11/2010 Domestic Contractor Site	FSS Yr 4 From: 7/12/2010 To: 7/11/2011 Domestic Contractor Site	FSS Yr 5 From: 7/12/2011 To: 7/11/2012 Domestic Contractor Site
Software Developer/Programmer I	$60.37	$62.78	$65.30	$67.91	$70.62
Software Developer/Programmer II	$72.12	$75.01	$78.01	$81.13	$84.38
Software Developer/Programmer III	$77.28	$80.37	$83.59	$86.93	$90.41
Software Developer/Programmer IV	$83.84	$87.20	$90.68	$94.31	$98.08
Software Developer/Programmer V	$99.07	$103.03	$107.15	$111.44	$115.90
Technician I*	$42.21	$43.89	$45.65	$47.48	$49.37
Technician II*	$54.24	$56.41	$58.67	$61.01	$63.45
Technician III*	$69.50	$72.28	$75.17	$78.18	$81.31
Technician IV*	$79.64	$82.83	$86.14	$89.59	$93.17
Systems Ops Research Analyst I	$48.63	$50.58	$52.60	$54.71	$56.89
Systems Ops Research Analyst II	$59.95	$62.35	$64.85	$67.44	$70.14
Systems Ops Research Analyst III	$71.66	$74.53	$77.51	$80.61	$83.83
Systems Ops Research Analyst IV	$84.45	$87.83	$91.34	$94.99	$98.79
Systems Ops Research Analyst V	$96.12	$99.97	$103.96	$108.12	$112.45
Systems Ops Research Analyst VI	$106.54	$110.80	$115.24	$119.84	$124.64
Systems Ops Research Analyst VII	$115.73	$120.36	$125.17	$130.18	$135.38
Logistics Analyst I	$47.80	$49.72	$51.70	$53.77	$55.92
Logistics Analyst II	$55.97	$58.21	$60.54	$62.96	$65.48
Logistics Analyst III	$61.21	$63.66	$66.20	$68.85	$71.60
Logistics Analyst IV	$66.29	$68.94	$71.70	$74.57	$77.55
Logistics Analyst V	$70.33	$73.14	$76.07	$79.11	$82.28
Logistics Analyst VI	$82.58	$85.88	$89.32	$92.89	$96.61
Logistics Analyst VII	$93.89	$97.65	$101.56	$105.62	$109.84
Logistics Analyst VIII	$99.81	$103.80	$107.95	$112.27	$116.76

Option 1 Period

GSA Labor Category	FSS Yr 6 From: 7/12/2012 To: 7/11/2013 Domestic Government Site	FSS Yr 7 From: 7/12/2013 To: 7/11/2014 Domestic Government Site	FSS Yr 8 From: 7/12/2014 To: 7/11/2015 Domestic Government Site	FSS Yr 9 From: 7/12/2015 To: 7/11/2016 Domestic Government Site	FSS Yr 10 From: 7/12/2016 To: 7/11/2017 Domestic Government Site
Administrative I*	$24.78	$25.77	$26.81	$27.88	$28.99
Administrative II*	$40.35	$41.96	$43.64	$45.39	$47.20
Administrative III*	$43.62	$45.36	$47.18	$49.06	$51.02
Administrative IV*	$50.07	$52.07	$54.15	$56.32	$58.57
Engineer/Analyst I	$56.40	$58.66	$61.00	$63.44	$65.98
Engineer/Analyst II	$60.46	$62.88	$65.39	$68.01	$70.73
Engineer/Analyst III	$75.90	$78.94	$82.10	$85.38	$88.80
Engineer/Analyst IV	$86.17	$89.61	$93.20	$96.93	$100.80
Engineer/Analyst V	$104.00	$108.16	$112.49	$116.99	$121.67
Engineer/Analyst VI	$115.48	$120.10	$124.90	$129.90	$135.09
Engineer/Analyst VII	$119.80	$124.59	$129.58	$134.76	$140.15
Engineer/Analyst VIII	$128.20	$133.33	$138.66	$144.21	$149.98
Engineer/Analyst IX	$144.65	$150.44	$156.46	$162.72	$169.22
Engineer/Analyst X	$154.98	$161.18	$167.63	$174.33	$181.31

GSA Labor Category	FSS Yr 6 From: 7/12/2012 To: 7/11/2013 Domestic Government Site	FSS Yr 7 From: 7/12/2013 To: 7/11/2014 Domestic Government Site	FSS Yr 8 From: 7/12/2014 To: 7/11/2015 Domestic Government Site	FSS Yr 9 From: 7/12/2015 To: 7/11/2016 Domestic Government Site	FSS Yr 10 From: 7/12/2016 To: 7/11/2017 Domestic Government Site
Sr. Management/Technical Staff I	$116.60	$121.27	$126.12	$131.16	$136.41
Sr. Management/Technical Staff II	$122.27	$127.16	$132.24	$137.53	$143.03
Sr. Management/Technical Staff III	$132.46	$137.76	$143.27	$149.00	$154.96
Sr. Management/Technical Staff IV	$149.11	$155.08	$161.28	$167.73	$174.44
Sr. Management/Technical Staff V	$170.09	$176.89	$183.97	$191.33	$198.98
Sr. Management/Technical Staff VI	$219.96	$228.75	$237.90	$247.42	$257.32
Sr. Management/Technical Staff VII	$232.29	$241.58	$251.24	$261.29	$271.74
Subject Matter Expert I	$178.01	$185.13	$192.54	$200.24	$208.25
Subject Matter Expert II	$199.38	$207.36	$215.65	$224.28	$233.25
Subject Matter Expert III	$237.35	$246.84	$256.71	$266.98	$277.66
Illustrator/Graphics/Tech Writer I*	$38.27	$39.80	$41.39	$43.04	$44.77
Illustrator/Graphics/Tech Writer II*	$47.55	$49.46	$51.43	$53.49	$55.63
Illustrator/Graphics/Tech Writer III*	$54.30	$56.47	$58.73	$61.08	$63.52
Illustrator/Graphics/Tech Writer IV	$66.31	$68.96	$71.72	$74.59	$77.58
Software Developer/Programmer I	$64.26	$66.83	$69.51	$72.29	$75.18
Software Developer/Programmer II	$76.79	$79.86	$83.05	$86.37	$89.83
Software Developer/Programmer III	$82.27	$85.56	$88.99	$92.55	$96.25
Software Developer/Programmer IV	$89.25	$92.82	$96.54	$100.40	$104.41
Software Developer/Programmer V	$105.47	$109.69	$114.08	$118.64	$123.38
Technician I*	$44.93	$46.72	$48.59	$50.54	$52.56
Technician II*	$57.74	$60.05	$62.45	$64.95	$67.55
Technician III*	$73.99	$76.95	$80.03	$83.23	$86.56
Technician IV*	$84.78	$88.18	$91.70	$95.37	$99.19
Systems Ops Research Analyst I	$51.77	$53.84	$55.99	$58.23	$60.56
Systems Ops Research Analyst II	$63.83	$66.38	$69.04	$71.80	$74.67
Systems Ops Research Analyst III	$76.29	$79.34	$82.51	$85.81	$89.25
Systems Ops Research Analyst IV	$89.90	$93.49	$97.23	$101.12	$105.17
Systems Ops Research Analyst V	$102.33	$106.42	$110.68	$115.11	$119.71
Systems Ops Research Analyst VI	$113.42	$117.96	$122.68	$127.58	$132.69
Systems Ops Research Analyst VII	$123.20	$128.12	$133.25	$138.58	$144.12
Logistics Analyst I	$50.89	$52.92	$55.04	$57.24	$59.53
Logistics Analyst II	$59.59	$61.97	$64.45	$67.03	$69.71
Logistics Analyst III	$65.16	$67.76	$70.47	$73.29	$76.22
Logistics Analyst IV	$70.57	$73.39	$76.33	$79.38	$82.56
Logistics Analyst V	$74.87	$77.87	$80.98	$84.22	$87.59
Logistics Analyst VI	$87.92	$91.43	$95.09	$98.89	$102.85
Logistics Analyst VII	$99.95	$103.95	$108.11	$112.44	$116.93
Logistics Analyst VIII	$106.25	$110.50	$114.92	$119.52	$124.30

GSA Labor Category	FSS Yr 6 From: 7/12/2012 To: 7/11/2013 Domestic Contractor Site	FSS Yr 7 From: 7/12/2013 To: 7/11/2014 Domestic Contractor Site	FSS Yr 8 From: 7/12/2014 To: 7/11/2015 Domestic Contractor Site	FSS Yr 9 From: 7/12/2015 To: 7/11/2016 Domestic Contractor Site	FSS Yr 10 From: 7/12/2016 To: 7/11/2017 Domestic Contractor Site
Administrative I*	$28.32	$29.46	$30.63	$31.86	$33.13
Administrative II*	$46.11	$47.96	$49.88	$51.87	$53.95
Administrative III*	$49.85	$51.84	$53.91	$56.07	$58.31
Administrative IV*	$57.22	$59.51	$61.89	$64.37	$66.94
Engineer/Analyst I	$64.46	$67.04	$69.72	$72.51	$75.41
Engineer/Analyst II	$69.10	$71.86	$74.74	$77.73	$80.83
Engineer/Analyst III	$86.75	$90.22	$93.82	$97.58	$101.48
Engineer/Analyst IV	$98.48	$102.42	$106.51	$110.77	$115.20
Engineer/Analyst V	$118.86	$123.62	$128.56	$133.70	$139.05
Engineer/Analyst VI	$131.98	$137.26	$142.75	$148.46	$154.39
Engineer/Analyst VII	$136.92	$142.39	$148.09	$154.01	$160.17
Engineer/Analyst VIII	$146.52	$152.38	$158.47	$164.81	$171.40
Engineer/Analyst IX	$165.32	$171.93	$178.81	$185.96	$193.40
Engineer/Analyst X	$177.12	$184.21	$191.58	$199.24	$207.21
Sr. Management/Technical Staff I	$119.45	$124.23	$129.20	$134.37	$139.74
Sr. Management/Technical Staff II	$139.73	$145.32	$151.13	$157.18	$163.47
Sr. Management/Technical Staff III	$151.38	$157.44	$163.74	$170.28	$177.10
Sr. Management/Technical Staff IV	$167.75	$174.46	$181.44	$188.70	$196.25
Sr. Management/Technical Staff V	$194.39	$202.16	$210.25	$218.66	$227.40
Sr. Management/Technical Staff VI	$251.38	$261.43	$271.89	$282.77	$294.08
Sr. Management/Technical Staff VII	$265.47	$276.09	$287.13	$298.62	$310.56
Subject Matter Expert I	$203.44	$211.58	$220.05	$228.85	$238.00
Subject Matter Expert II	$227.86	$236.98	$246.46	$256.32	$266.57
Subject Matter Expert III	$271.25	$282.10	$293.39	$305.12	$317.33
Illustrator/Graphics/Tech Writer I*	$43.73	$45.48	$47.30	$49.19	$51.16
Illustrator/Graphics/Tech Writer II*	$54.35	$56.52	$58.78	$61.13	$63.58
Illustrator/Graphics/Tech Writer III*	$62.06	$64.54	$67.12	$69.81	$72.60
Illustrator/Graphics/Tech Writer IV	$75.78	$78.82	$81.97	$85.25	$88.66
Software Developer/Programmer I	$73.44	$76.38	$79.44	$82.62	$85.92
Software Developer/Programmer II	$87.76	$91.27	$94.92	$98.71	$102.66
Software Developer/Programmer III	$94.03	$97.79	$101.70	$105.77	$110.00
Software Developer/Programmer IV	$102.00	$106.08	$110.33	$114.74	$119.33
Software Developer/Programmer V	$120.54	$125.36	$130.37	$135.59	$141.01
Technician I*	$51.34	$53.40	$55.53	$57.76	$60.07
Technician II*	$65.99	$68.63	$71.37	$74.23	$77.20
Technician III*	$84.56	$87.94	$91.46	$95.12	$98.93
Technician IV*	$96.90	$100.77	$104.80	$109.00	$113.36
Systems Ops Research Analyst I	$59.17	$61.53	$63.99	$66.55	$69.22
Systems Ops Research Analyst II	$72.95	$75.86	$78.90	$82.05	$85.34
Systems Ops Research Analyst III	$87.19	$90.67	$94.30	$98.07	$101.99
Systems Ops Research Analyst IV	$102.74	$106.85	$111.13	$115.57	$120.19
Systems Ops Research Analyst V	$116.95	$121.63	$126.49	$131.55	$136.81
Systems Ops Research Analyst VI	$129.63	$134.81	$140.20	$145.81	$151.64
Systems Ops Research Analyst VII	$140.80	$146.43	$152.28	$158.38	$164.71

GSA Labor Category	FSS Yr 6 From: 7/12/2012 To: 7/11/2013 Domestic Contractor Site	FSS Yr 7 From: 7/12/2013 To: 7/11/2014 Domestic Contractor Site	FSS Yr 8 From: 7/12/2014 To: 7/11/2015 Domestic Contractor Site	FSS Yr 9 From: 7/12/2015 To: 7/11/2016 Domestic Contractor Site	FSS Yr 10 From: 7/12/2016 To: 7/11/2017 Domestic Contractor Site
Logistics Analyst I	$58.16	$60.48	$62.90	$65.42	$68.04
Logistics Analyst II	$68.10	$70.82	$73.66	$76.60	$79.67
Logistics Analyst III	$74.46	$77.44	$80.54	$83.76	$87.11
Logistics Analyst IV	$80.65	$83.88	$87.23	$90.72	$94.35
Logistics Analyst V	$85.57	$88.99	$92.55	$96.26	$100.11
Logistics Analyst VI	$100.47	$104.49	$108.67	$113.02	$117.54
Logistics Analyst VII	$114.23	$118.80	$123.56	$128.50	$133.64
Logistics Analyst VIII	$121.43	$126.29	$131.34	$136.59	$142.06

Option 2 Period

GSA Labor Category	FSS Yr 11 From: 7/12/2017 To: 7/11/2018 Domestic Government Site	FSS Yr 12 From: 7/12/2018 To: 7/11/2019 Domestic Government Site	FSS Yr 13 From: 7/12/2019 To: 7/11/2020 Domestic Government Site	FSS Yr 14 From: 7/12/2020 To: 7/11/2021 Domestic Government Site	FSS Yr 15 From: 7/12/2021 To: 7/11/2022 Domestic Government Site
Administrative I*	$30.15	$31.36	$32.61	$33.92	$35.27
Administrative II*	$49.09	$51.05	$53.10	$55.22	$57.43
Administrative III*	$53.07	$55.19	$57.40	$59.69	$62.08
Administrative IV*	$60.92	$63.35	$65.89	$68.52	$71.26
Engineer/Analyst I	$68.62	$71.37	$74.22	$77.19	$80.28
Engineer/Analyst II	$73.56	$76.50	$79.56	$82.74	$86.05
Engineer/Analyst III	$92.35	$96.04	$99.88	$103.88	$108.03
Engineer/Analyst IV	$104.84	$109.03	$113.39	$117.93	$122.64
Engineer/Analyst V	$126.54	$131.60	$136.86	$142.34	$148.03
Engineer/Analyst VI	$140.50	$146.12	$151.96	$158.04	$164.36
Engineer/Analyst VII	$145.76	$151.59	$157.65	$163.96	$170.51
Engineer/Analyst VIII	$155.98	$162.21	$168.70	$175.45	$182.47
Engineer/Analyst IX	$175.99	$183.03	$190.35	$197.97	$205.89
Engineer/Analyst X	$188.56	$196.10	$203.95	$212.10	$220.59
Sr. Management/Technical Staff I	$141.87	$147.54	$153.44	$159.58	$165.96
Sr. Management/Technical Staff II	$148.76	$154.71	$160.89	$167.33	$174.02
Sr. Management/Technical Staff III	$161.16	$167.60	$174.31	$181.28	$188.53
Sr. Management/Technical Staff IV	$181.42	$188.68	$196.22	$204.07	$212.23
Sr. Management/Technical Staff V	$206.94	$215.22	$223.82	$232.78	$242.09
Sr. Management/Technical Staff VI	$267.61	$278.31	$289.45	$301.03	$313.07
Sr. Management/Technical Staff VII	$282.61	$293.92	$305.67	$317.90	$330.62
Subject Matter Expert I	$216.58	$225.24	$234.25	$243.62	$253.37
Subject Matter Expert II	$242.58	$252.28	$262.37	$272.87	$283.78
Subject Matter Expert III	$288.77	$300.32	$312.33	$324.82	$337.82
Illustrator/Graphics/Tech Writer I*	$46.56	$48.42	$50.35	$52.37	$54.46
Illustrator/Graphics/Tech Writer II*	$57.86	$60.17	$62.58	$65.08	$67.68
Illustrator/Graphics/Tech Writer III*	$66.06	$68.71	$71.45	$74.31	$77.29
Illustrator/Graphics/Tech Writer IV	$80.68	$83.91	$87.26	$90.75	$94.38
Software Developer/Programmer I	$78.19	$81.31	$84.57	$87.95	$91.47

GSA Labor Category	FSS Yr 11 From: 7/12/2017 To: 7/11/2018 Domestic Government Site	FSS Yr 12 From: 7/12/2018 To: 7/11/2019 Domestic Government Site	FSS Yr 13 From: 7/12/2019 To: 7/11/2020 Domestic Government Site	FSS Yr 14 From: 7/12/2020 To: 7/11/2021 Domestic Government Site	FSS Yr 15 From: 7/12/2021 To: 7/11/2022 Domestic Government Site
Software Developer/Programmer II	$93.42	$97.16	$101.04	$105.09	$109.29
Software Developer/Programmer III	$100.10	$104.10	$108.27	$112.60	$117.10
Software Developer/Programmer IV	$108.59	$112.93	$117.45	$122.15	$127.03
Software Developer/Programmer V	$128.32	$133.45	$138.79	$144.34	$150.12
Technician I*	$54.66	$56.85	$59.12	$61.49	$63.94
Technician II*	$70.25	$73.06	$75.98	$79.02	$82.18
Technician III*	$90.02	$93.62	$97.37	$101.26	$105.31
Technician IV*	$103.15	$107.28	$111.57	$116.03	$120.68
Systems Ops Research Analyst I	$62.99	$65.51	$68.13	$70.85	$73.68
Systems Ops Research Analyst II	$77.66	$80.76	$83.99	$87.35	$90.85
Systems Ops Research Analyst III	$92.82	$96.53	$100.39	$104.40	$108.58
Systems Ops Research Analyst IV	$109.38	$113.75	$118.30	$123.03	$127.95
Systems Ops Research Analyst V	$124.50	$129.48	$134.66	$140.04	$145.65
Systems Ops Research Analyst VI	$138.00	$143.52	$149.26	$155.23	$161.44
Systems Ops Research Analyst VII	$149.89	$155.88	$162.12	$168.60	$175.35
Logistics Analyst I	$61.91	$64.39	$66.96	$69.64	$72.43
Logistics Analyst II	$72.50	$75.40	$78.41	$81.55	$84.81
Logistics Analyst III	$79.27	$82.44	$85.74	$89.17	$92.74
Logistics Analyst IV	$85.86	$89.29	$92.87	$96.58	$100.44
Logistics Analyst V	$91.10	$94.74	$98.53	$102.47	$106.57
Logistics Analyst VI	$106.96	$111.24	$115.69	$120.32	$125.13
Logistics Analyst VII	$121.61	$126.47	$131.53	$136.79	$142.27
Logistics Analyst VIII	$129.27	$134.44	$139.82	$145.41	$151.23

GSA Labor Category	FSS Yr 11 From: 7/12/2017 To: 7/11/2018 Domestic Contractor Site	FSS Yr 12 From: 7/12/2018 To: 7/11/2019 Domestic Contractor Site	FSS Yr 13 From: 7/12/2019 To: 7/11/2020 Domestic Contractor Site	FSS Yr 14 From: 7/12/2020 To: 7/11/2021 Domestic Contractor Site	FSS Yr 15 From: 7/12/2021 To: 7/11/2022 Domestic Contractor Site
Administrative I*	$34.46	$35.84	$37.27	$38.76	$40.31
Administrative II*	$56.10	$58.35	$60.68	$63.11	$65.63
Administrative III*	$60.65	$63.07	$65.60	$68.22	$70.95
Administrative IV*	$69.62	$72.40	$75.30	$78.31	$81.44
Engineer/Analyst I	$78.42	$81.56	$84.82	$88.22	$91.75
Engineer/Analyst II	$84.07	$87.43	$90.93	$94.56	$98.35
Engineer/Analyst III	$105.54	$109.76	$114.15	$118.72	$123.47
Engineer/Analyst IV	$119.81	$124.61	$129.59	$134.77	$140.16
Engineer/Analyst V	$144.61	$150.40	$156.41	$162.67	$169.18
Engineer/Analyst VI	$160.57	$166.99	$173.67	$180.62	$187.84
Engineer/Analyst VII	$166.58	$173.24	$180.17	$187.38	$194.87
Engineer/Analyst VIII	$178.26	$185.39	$192.80	$200.52	$208.54
Engineer/Analyst IX	$201.14	$209.18	$217.55	$226.25	$235.30
Engineer/Analyst X	$215.50	$224.12	$233.08	$242.40	$252.10
Sr. Management/Technical Staff I	$145.33	$151.15	$157.19	$163.48	$170.02

GSA Labor Category	FSS Yr 11 From: 7/12/2017 To: 7/11/2018	FSS Yr 12 From: 7/12/2018 To: 7/11/2019	FSS Yr 13 From: 7/12/2019 To: 7/11/2020	FSS Yr 14 From: 7/12/2020 To: 7/11/2021	FSS Yr 15 From: 7/12/2021 To: 7/11/2022
	Domestic Contractor Site	Domestic Contractor Site	Domestic Contractor Site	Domestic Contractor Site	Domestic Contractor Site
Sr. Management/Technical Staff II	$170.01	$176.81	$183.88	$191.23	$198.88
Sr. Management/Technical Staff III	$184.18	$191.55	$199.21	$207.18	$215.46
Sr. Management/Technical Staff IV	$204.10	$212.26	$220.75	$229.58	$238.76
Sr. Management/Technical Staff V	$236.50	$245.96	$255.80	$266.03	$276.67
Sr. Management/Technical Staff VI	$305.84	$318.07	$330.80	$344.03	$357.79
Sr. Management/Technical Staff VII	$322.99	$335.90	$349.34	$363.31	$377.85
Subject Matter Expert I	$247.52	$257.42	$267.72	$278.43	$289.57
Subject Matter Expert II	$277.23	$288.32	$299.85	$311.85	$324.32
Subject Matter Expert III	$330.02	$343.22	$356.95	$371.23	$386.08
Illustrator/Graphics/Tech Writer I*	$53.21	$55.33	$57.55	$59.85	$62.24
Illustrator/Graphics/Tech Writer II*	$66.12	$68.77	$71.52	$74.38	$77.35
Illustrator/Graphics/Tech Writer III*	$75.50	$78.52	$81.66	$84.93	$88.33
Illustrator/Graphics/Tech Writer IV	$92.20	$95.89	$99.73	$103.72	$107.87
Software Developer/Programmer I	$89.36	$92.93	$96.65	$100.51	$104.53
Software Developer/Programmer II	$106.77	$111.04	$115.48	$120.10	$124.90
Software Developer/Programmer III	$114.40	$118.97	$123.73	$128.68	$133.83
Software Developer/Programmer IV	$124.10	$129.07	$134.23	$139.60	$145.18
Software Developer/Programmer V	$146.65	$152.52	$158.62	$164.96	$171.56
Technician I*	$62.47	$64.97	$67.57	$70.27	$73.08
Technician II*	$80.28	$83.50	$86.84	$90.31	$93.92
Technician III*	$102.88	$107.00	$111.28	$115.73	$120.36
Technician IV*	$117.89	$122.61	$127.51	$132.61	$137.91
Systems Ops Research Analyst I	$71.98	$74.86	$77.86	$80.97	$84.21
Systems Ops Research Analyst II	$88.75	$92.30	$95.99	$99.83	$103.82
Systems Ops Research Analyst III	$106.07	$110.32	$114.73	$119.32	$124.09
Systems Ops Research Analyst IV	$125.00	$130.00	$135.20	$140.61	$146.23
Systems Ops Research Analyst V	$142.29	$147.98	$153.90	$160.05	$166.45
Systems Ops Research Analyst VI	$157.71	$164.02	$170.58	$177.40	$184.50
Systems Ops Research Analyst VII	$171.30	$178.15	$185.28	$192.69	$200.40
Logistics Analyst I	$70.76	$73.59	$76.53	$79.59	$82.78
Logistics Analyst II	$82.85	$86.17	$89.61	$93.20	$96.93
Logistics Analyst III	$90.60	$94.22	$97.99	$101.91	$105.99
Logistics Analyst IV	$98.13	$102.05	$106.13	$110.38	$114.79
Logistics Analyst V	$104.11	$108.27	$112.61	$117.11	$121.79
Logistics Analyst VI	$122.24	$127.13	$132.22	$137.51	$143.01
Logistics Analyst VII	$138.98	$144.54	$150.32	$156.34	$162.59
Logistics Analyst VIII	$147.74	$153.65	$159.79	$166.19	$172.83

Option 3 Period

GSA Labor Category	FSS Yr 16 From: 7/12/2022 To: 7/11/2023 Domestic Government Site	FSS Yr 17 From: 7/12/2023 To: 7/11/2024 Domestic Government Site	FSS Yr 18 From: 7/12/2024 To: 7/11/2025 Domestic Government Site	FSS Yr 19 From: 7/12/2025 To: 7/11/2026 Domestic Government Site	FSS Yr 20 From: 7/12/2026 To: 7/11/2027 Domestic Government Site
Administrative I*	$36.69	$38.15	$39.68	$41.27	$42.92
Administrative II*	$59.73	$62.12	$64.60	$67.18	$69.87
Administrative III*	$64.56	$67.15	$69.83	$72.62	$75.53
Administrative IV*	$74.11	$77.08	$80.16	$83.37	$86.70
Engineer/Analyst I	$83.49	$86.83	$90.30	$93.91	$97.67
Engineer/Analyst II	$89.50	$93.08	$96.80	$100.67	$104.70
Engineer/Analyst III	$112.36	$116.85	$121.52	$126.38	$131.44
Engineer/Analyst IV	$127.55	$132.65	$137.96	$143.48	$149.21
Engineer/Analyst V	$153.95	$160.11	$166.51	$173.17	$180.10
Engineer/Analyst VI	$170.94	$177.77	$184.89	$192.28	$199.97
Engineer/Analyst VII	$177.34	$184.43	$191.81	$199.48	$207.46
Engineer/Analyst VIII	$189.77	$197.36	$205.25	$213.46	$222.00
Engineer/Analyst IX	$214.12	$222.69	$231.60	$240.86	$250.49
Engineer/Analyst X	$229.41	$238.59	$248.13	$258.06	$268.38
Sr. Management/Technical Staff I	$172.60	$179.51	$186.69	$194.15	$201.92
Sr. Management/Technical Staff II	$180.98	$188.22	$195.75	$203.58	$211.73
Sr. Management/Technical Staff III	$196.07	$203.92	$212.07	$220.55	$229.38
Sr. Management/Technical Staff IV	$220.72	$229.55	$238.73	$248.28	$258.22
Sr. Management/Technical Staff V	$251.77	$261.84	$272.32	$283.21	$294.54
Sr. Management/Technical Staff VI	$325.59	$338.61	$352.16	$366.24	$380.89
Sr. Management/Technical Staff VII	$343.84	$357.59	$371.90	$386.77	$402.25
Subject Matter Expert I	$263.50	$274.04	$285.01	$296.41	$308.26
Subject Matter Expert II	$295.13	$306.94	$319.22	$331.98	$345.26
Subject Matter Expert III	$351.33	$365.38	$380.00	$395.20	$411.01
Illustrator/Graphics/Tech Writer I*	$56.64	$58.91	$61.26	$63.71	$66.26
Illustrator/Graphics/Tech Writer II*	$70.39	$73.21	$76.14	$79.18	$82.35
Illustrator/Graphics/Tech Writer III*	$80.38	$83.59	$86.94	$90.41	$94.03
Illustrator/Graphics/Tech Writer IV	$98.16	$102.08	$106.17	$110.41	$114.83
Software Developer/Programmer I	$95.13	$98.93	$102.89	$107.00	$111.28
Software Developer/Programmer II	$113.66	$118.21	$122.94	$127.85	$132.97
Software Developer/Programmer III	$121.78	$126.66	$131.72	$136.99	$142.47
Software Developer/Programmer IV	$132.12	$137.40	$142.90	$148.61	$154.56
Software Developer/Programmer V	$156.12	$162.36	$168.86	$175.61	$182.64
Technician I*	$66.50	$69.16	$71.93	$74.81	$77.80
Technician II*	$85.47	$88.89	$92.44	$96.14	$99.99
Technician III*	$109.53	$113.91	$118.46	$123.20	$128.13
Technician IV*	$125.50	$130.52	$135.74	$141.17	$146.82
Systems Ops Research Analyst I	$76.63	$79.70	$82.89	$86.20	$89.65
Systems Ops Research Analyst II	$94.48	$98.26	$102.19	$106.28	$110.53
Systems Ops Research Analyst III	$112.92	$117.44	$122.14	$127.02	$132.10
Systems Ops Research Analyst IV	$133.07	$138.40	$143.93	$149.69	$155.68
Systems Ops Research Analyst V	$151.47	$157.53	$163.83	$170.39	$177.20

GSA Labor Category	FSS Yr 16 From: 7/12/2022 To: 7/11/2023 Domestic Government Site	FSS Yr 17 From: 7/12/2023 To: 7/11/2024 Domestic Government Site	FSS Yr 18 From: 7/12/2024 To: 7/11/2025 Domestic Government Site	FSS Yr 19 From: 7/12/2025 To: 7/11/2026 Domestic Government Site	FSS Yr 20 From: 7/12/2026 To: 7/11/2027 Domestic Government Site
Systems Ops Research Analyst VI	$167.89	$174.61	$181.59	$188.86	$196.41
Systems Ops Research Analyst VII	$182.36	$189.65	$197.24	$205.13	$213.34
Logistics Analyst I	$75.33	$78.34	$81.47	$84.73	$88.12
Logistics Analyst II	$88.20	$91.73	$95.40	$99.22	$103.19
Logistics Analyst III	$96.45	$100.30	$104.32	$108.49	$112.83
Logistics Analyst IV	$104.46	$108.64	$112.99	$117.51	$122.21
Logistics Analyst V	$110.83	$115.27	$119.88	$124.67	$129.66
Logistics Analyst VI	$130.14	$135.34	$140.75	$146.39	$152.24
Logistics Analyst VII	$147.96	$153.88	$160.03	$166.43	$173.09
Logistics Analyst VIII	$157.28	$163.57	$170.11	$176.92	$183.99

GSA Labor Category	FSS Yr 16 From: 7/12/2022 To: 7/11/2023 Domestic Contractor Site	FSS Yr 17 From: 7/12/2023 To: 7/11/2024 Domestic Contractor Site	FSS Yr 18 From: 7/12/2024 To: 7/11/2025 Domestic Contractor Site	FSS Yr 19 From: 7/12/2025 To: 7/11/2026 Domestic Contractor Site	FSS Yr 20 From: 7/12/2026 To: 7/11/2027 Domestic Contractor Site
Administrative I*	$41.93	$43.60	$45.35	$47.16	$49.05
Administrative II*	$68.26	$70.99	$73.83	$76.78	$79.85
Administrative III*	$73.79	$76.74	$79.81	$83.00	$86.32
Administrative IV*	$84.70	$88.09	$91.61	$95.28	$99.09
Engineer/Analyst I	$95.42	$99.23	$103.20	$107.33	$111.62
Engineer/Analyst II	$102.28	$106.37	$110.63	$115.05	$119.65
Engineer/Analyst III	$128.41	$133.54	$138.88	$144.44	$150.22
Engineer/Analyst IV	$145.77	$151.60	$157.67	$163.97	$170.53
Engineer/Analyst V	$175.94	$182.98	$190.30	$197.91	$205.83
Engineer/Analyst VI	$195.36	$203.17	$211.30	$219.75	$228.54
Engineer/Analyst VII	$202.67	$210.78	$219.21	$227.98	$237.09
Engineer/Analyst VIII	$216.88	$225.55	$234.58	$243.96	$253.72
Engineer/Analyst IX	$244.71	$254.50	$264.68	$275.27	$286.28
Engineer/Analyst X	$262.18	$272.67	$283.58	$294.92	$306.72
Sr. Management/Technical Staff I	$176.82	$183.89	$191.25	$198.90	$206.86
Sr. Management/Technical Staff II	$206.84	$215.11	$223.72	$232.67	$241.97
Sr. Management/Technical Staff III	$224.08	$233.05	$242.37	$252.06	$262.15
Sr. Management/Technical Staff IV	$248.31	$258.25	$268.58	$279.32	$290.49
Sr. Management/Technical Staff V	$287.74	$299.25	$311.22	$323.67	$336.61
Sr. Management/Technical Staff VI	$372.10	$386.99	$402.46	$418.56	$435.31
Sr. Management/Technical Staff VII	$392.96	$408.68	$425.03	$442.03	$459.71
Subject Matter Expert I	$301.15	$313.19	$325.72	$338.75	$352.30
Subject Matter Expert II	$337.29	$350.79	$364.82	$379.41	$394.59
Subject Matter Expert III	$401.52	$417.58	$434.28	$451.66	$469.72
Illustrator/Graphics/Tech Writer I*	$64.73	$67.32	$70.02	$72.82	$75.73
Illustrator/Graphics/Tech Writer II*	$80.45	$83.67	$87.01	$90.49	$94.11
Illustrator/Graphics/Tech Writer III*	$91.86	$95.53	$99.35	$103.33	$107.46

GSA Labor Category	FSS Yr 16 From: 7/12/2022 To: 7/11/2023 Domestic Contractor Site	FSS Yr 17 From: 7/12/2023 To: 7/11/2024 Domestic Contractor Site	FSS Yr 18 From: 7/12/2024 To: 7/11/2025 Domestic Contractor Site	FSS Yr 19 From: 7/12/2025 To: 7/11/2026 Domestic Contractor Site	FSS Yr 20 From: 7/12/2026 To: 7/11/2027 Domestic Contractor Site
Illustrator/Graphics/Tech Writer IV	$112.18	$116.67	$121.33	$126.19	$131.23
Software Developer/Programmer I	$108.72	$113.06	$117.59	$122.29	$127.18
Software Developer/Programmer II	$129.90	$135.10	$140.50	$146.12	$151.96
Software Developer/Programmer III	$139.18	$144.75	$150.54	$156.56	$162.82
Software Developer/Programmer IV	$150.99	$157.03	$163.31	$169.84	$176.64
Software Developer/Programmer V	$178.42	$185.56	$192.98	$200.70	$208.73
Technician I*	$76.00	$79.04	$82.20	$85.49	$88.91
Technician II*	$97.68	$101.59	$105.65	$109.87	$114.27
Technician III*	$125.17	$130.18	$135.39	$140.80	$146.43
Technician IV*	$143.43	$149.17	$155.13	$161.34	$167.79
Systems Ops Research Analyst I	$87.58	$91.08	$94.73	$98.52	$102.46
Systems Ops Research Analyst II	$107.98	$112.30	$116.79	$121.46	$126.32
Systems Ops Research Analyst III	$129.06	$134.22	$139.59	$145.17	$150.98
Systems Ops Research Analyst IV	$152.08	$158.17	$164.49	$171.07	$177.92
Systems Ops Research Analyst V	$173.11	$180.04	$187.24	$194.73	$202.52
Systems Ops Research Analyst VI	$191.88	$199.55	$207.53	$215.84	$224.47
Systems Ops Research Analyst VII	$208.41	$216.75	$225.42	$234.43	$243.81
Logistics Analyst I	$86.09	$89.53	$93.11	$96.84	$100.71
Logistics Analyst II	$100.80	$104.84	$109.03	$113.39	$117.93
Logistics Analyst III	$110.22	$114.63	$119.22	$123.99	$128.95
Logistics Analyst IV	$119.38	$124.16	$129.13	$134.29	$139.66
Logistics Analyst V	$126.67	$131.73	$137.00	$142.48	$148.18
Logistics Analyst VI	$148.73	$154.68	$160.86	$167.30	$173.99
Logistics Analyst VII	$169.09	$175.86	$182.89	$190.21	$197.82
Logistics Analyst VIII	$179.75	$186.94	$194.41	$202.19	$210.28

* * Service Contract Act eligible labor category. BFA Systems provides benefits to all labor categories and follows established guidelines for SCA categories as defined in WD 05-2007 and can be found at www.wdol.gov.

III. LABOR DESCRIPTIONS

ADMINISTRATIVE

Experience:
Plans and performs engineering/analytical research, design development, analysis of design reports and other assignments. Responsible for the technical/engineering/analytical part of a major project or a project of lesser complexity, documentation planning and support, event planning and administration, project administration, and coordination of Technicians activities assigned to specific engineering projects. Provides general office support, executive secretarial support, human resource and planning support. May perform other duties as assigned.

Minimum Training:
Working knowledge as required to supports the administration activities related to technical/engineering activities. Use of Microsoft Office products including Excel. PowerPoint, and Outlook would be expected.

Qualifications:
Level I High School Diploma or G.E.D. or other equivalent degree program or 0-2 years general experience
Level II High School Diploma or G.E.D. or other equivalent degree program plus 1 year of direct experience, or 2-3 years general experience
Level III High School Diploma or G.E.D. or other equivalent degree program plus 2 years of direct experience, or 3-4 years general experience
Level IV High School Diploma or G.E.D. or other equivalent degree program plus 4 years of direct experience, or 5+ years general experience

ENGINEER/ANALYST

Experience:
Plans and performs engineering/analytical research, design development, analysis of design reports and other assignments. Responsible for the technical/engineering/analytical part of a major project or a project of lesser complexity. Coordinates the activities of Technicians assigned to specific engineering projects. **Level VI Engineer/Analyst** positions and above may have additional responsibility of directing tasks and managing personnel. May perform other duties as assigned.

Minimum Training: Experience in one or more science and engineering disciplines with an understanding or formal training in engineering discipline related to Statement of Work.

Qualifications:
Level I Bachelors degree in related discipline or 0-2 years of related experience
Level II Bachelors degree in related discipline plus 2-4 years of related experience
Level III Bachelors degree in related discipline plus 4-6 years of related experience
Level IV Bachelors degree in related discipline plus 6-8 years of related experience
Level V Bachelors degree in related discipline plus 10-12 years of related experience
Level VI Bachelors degree in related discipline plus 12-15 years of related experience
Level VII Bachelors degree in related discipline plus 15-18 years of related experience
Level VIII Bachelors degree in related discipline plus 18-20 years of related experience
Level IX Bachelors degree in related discipline plus 20-25 years of related experience
Level X Bachelors degree in related discipline plus 25+ years of related experience

SENIOR MANAGEMENT/TECHNICAL STAFF

Experience:
Responsible for the effective management of funds and personnel, and accountable for the quality and timely delivery of all contractual items. Serves as focal point of contract with customer regarding program activities. Confers with project manager to provide technical advice and to assist with problem resolution. May perform other duties as assigned.

Minimum Training: Comprehensive knowledge in one or more science and engineering disciplines and formal training in an engineering discipline related to Statement of Work. Ability to lead tasks and organize schedules to ensure product delivery is mandatory.

Qualifications:
 Level I Bachelors degree in related discipline plus 6-8 years of related experience
Level II Bachelors degree in related discipline plus 8-10 years of related experience
Level III Bachelors degree in related discipline plus 10-12 years of related experience
Level IV Masters degree in related discipline plus 12-15 years of related experience
Level V Masters degree in related discipline plus 15-20 years of related experience
Level VI Masters degree in related discipline plus 20-25 years of related experience
Level VII Masters degree in related discipline plus 25+ years of related experience

SUBJECT MATTER EXPERT

Experience: Highly skilled professional who has an acknowledged specialized acquisition, logistics, and/or technological expertise in the specific functional tasks required for performance in an individual task order. Possesses unique capability or experience not available under basic labor categories set forth and is a recognized expert.

Minimum Training: Significant experience in one or more science and engineering disciplines with a thorough understanding related to Statement of Work.

Qualifications:
Level I Bachelors degree in related discipline plus 20 years of related experience
Level II Bachelors degree in related discipline plus 30 years of related experience
Level III Bachelors degree in related discipline plus 35+ years of related experience

ILLUSTRATOR/GRAPHICS/TECH WRITER

Experience:
Provides support to the engineering staff to develop technical briefings that involve weapon system development, models and simulations, and highly complex algorithm development. Assist the engineering staff to articulate complex technical specifications to develop test reports, final reports, and contract delivery items to ensure program compliance. Review technical documentation for readability and proper language. Develop graphics for technical briefings and reports based on engineering recommendations and guidelines.

Minimum Training: Training in writing or editing scientific technical engineering or other professional materials. Capable of developing technical manuals, technical documentation, and training materials in accordance with applicable Government standards with appropriate software programs such as Adobe Acrobat/Illustrator and Microsoft Office or equivalent programs.

Qualifications:
Level I High School Diploma or G.E.D. or other equivalent degree program or 0-5 years of related experience
Level II High School Diploma or G.E.D. or other equivalent degree program plus 5-10 years of related experience
Level III High School Diploma or G.E.D. or other equivalent degree program plus 10-15 years of related experience
Level IV Bachelors degree in related discipline plus 15+ years of related experience

SOFTWARE DEVELOPER/PROGRAMMER

Experience: Reviews requirements and ensure that hardware components and computer programs are adequate to meet project performance goals. Responsible for the writing/evaluation of program code for complex engineering projects that include lethality, thrust vector control systems, and weapon control systems. Possess the experience and skills to independently research solutions to complex simulation environments and/or computational problems, and determine optimal solutions. Required to do technical reports, direct and supervise the technical work of senior staff members, and make formal technical presentations as required. Provide support to engineering Project Offices to develop/modify archaic software codes in systems to modern programming techniques that increase efficiency and accuracy. Applies state-of-the-art computer coding techniques to produce scientific programs and simulations for engineering and scientific calculations. Resultant systems may require data interchange and/or control processes of complex technical equipment. Designs, codes, and potentially interfaces with engineering analysis packages available as COTS SW and HW to produce integrated systems for scientific application.

Qualifications:
Level I High School Diploma or G.E.D. or other equivalent degree program or 0-3 years of related experience
Level II Bachelors degree in related discipline plus 2-5 years of related experience
Level III Bachelors degree in related discipline plus 5-10 years of related experience
Level IV Bachelors degree in related discipline plus 10-15 years of related experience
Level V Masters degree in related discipline plus 15+ years of related experience

TECHNICIAN

Experience:
Works under engineering supervision to perform a variety of engineering tasks which are broad in nature including engineering design, as well as facilities and/or equipment support, prototype design and assembly functions.

Minimum Training:
Working knowledge as required to supports the planning and performance of engineering and customer specifications or support the technical/engineering activities related to the development and integration, of testing of a project assigned to higher level engineers.

Qualifications:
Level I High School Diploma or G.E.D. or other equivalent degree program, or 0-5 years of related experience
Level II High School Diploma or G.E.D. or other equivalent degree program plus 5-10 years of related experience
Level III High School Diploma or G.E.D. or other equivalent degree program plus 10-15 years of related experience
Level IV High School Diploma or G.E.D. or other equivalent degree program plus 15+ years of related experience

SYSTEMS OPERATIONS RESEARCH ANALYST

Experience:
Plans and performs operations research activities. Develops operational impact and usage studies. Determines capabilities required to perform various missions. May perform other duties as assigned.

Minimum Training: Working knowledge as required to support the planning and performance of engineering and customer specifications or support the technical/engineering activities related to the development and integration, of testing of a project assigned to higher level engineers.

Qualifications:
Level I Bachelors degree in related discipline or 0-2 years of related experience
Level II Bachelors degree in related discipline plus 2-4 years of related experience
Level III Bachelors degree in related discipline plus 4-6 years of related experience
Level IV Bachelors degree in related discipline plus 6-9 years of related experience

Level V Bachelors degree in related discipline plus 9-12 years of related experience
Level VI Bachelors degree in related discipline plus 12-16 years of related experience
Level VII Bachelors degree in related discipline plus 16+ years of related experience

LOGISTICS ANALYST

Experience: Possess knowledge of the Logistics Support Analysis (LSA) process, logistics concepts, maintainability and reliability, depot systems, provisioning, and logistics budgeting, management and planning. Apply logistics knowledge by supporting technical programs and engineering staff through configuration management, scheduling, and/or tracking of program assets (computers, software, test assets, etc.) as specified by engineering requirements/documentation. Assist engineers in developing architectures that incorporates advanced costing techniques and planning. Develop engineering reports that characterize processes and procedures for use in system engineering test architectures. This labor category requires experience and the ability to perform detailed and complex calculations plus knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications and perform system integration.

Minimum Training: Working knowledge/training as required to support the logistic planning process and budget specifications or support the activities related to the maintainability, reliability, and deployment of systems.

Qualifications:
Level I Bachelors degree in related discipline or 0-4 years of related experience
Level II Bachelors degree in related discipline plus 4-8 years of related experience
Level III Bachelors degree in related discipline plus 8-10 years of related experience
Level IV Bachelors degree in related discipline plus 10-12 years of related experience
Level V Bachelors degree in related discipline plus 12-16 years of related experience
Level VI Bachelors degree in related discipline plus 16-20 years of related experience
Level VII Bachelors degree in related discipline plus 20-25 years of related experience
Level VIII Bachelors degree in related discipline plus 25+ years of related experience

Education Substitution:
A Master's degree may be substituted for two (2) years of related experience. A Doctorate degree may be substituted for four (4) years of related experience.
Four (4) years of experience may be substituted for a Bachelor degree, two (2) years of experience plus a Bachelor equivalent for a Masters, and two (2) years experience plus a Masters for a Doctorate.

SCA MATRIX		
SCA Eligible Contract Labor Category	**SCA Equivalent Code - Title**	**WD Number**
Administrative I	01311 - Secretary I	WD 05-2007
Administrative II	01312 - Secretary II	WD 05-2007
Administrative III	01313 - Secretary III	WD 05-2007
Administrative IV	01020 - Administrative Assistant	WD 05-2007
Illustrator/Graphics/Tech Writer I	30461 - Technical Writer I	WD 05-2007
Illustrator/Graphics/Tech Writer II	30462 - Technical Writer II	WD 05-2007
Illustrator/Graphics/Tech Writer III	30463 - Technical Writer III	WD 05-2007
Technician I	30081 - Engineering Technician I	WD 05-2007
Technician II	30082 - Engineering Technician II	WD 05-2007
Technician III	30083 - Engineering Technician III	WD 05-2007
Technician IV	30084 - Engineering Technician IV	WD 05-2007

"The Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The prices for the indicated SCA labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the matrix. The prices offered are based on the preponderance of where work is performed and should the contractor perform in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly."