![rockITdata - cloud · data · people]

GENERAL SERVICES ADMINISTRATION

Federal Acquisition Service

Authorized Federal Supply Schedule FSS Price List

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

Multiple Award Schedule

FSC Group: Professional Services   FSC Class: R499

Contract Number GS-00F-243DA

Contract Period August 1, 2021, through July 31, 2026

Contractor's Name
rockITdata LLC
1 South Broad St, Suite 2270
Philadelphia, PA 19107
Phone: (509) 800-7625

https://www.rockitdata.com/public-sector/

Contract Administration
Lou Elias
202-439-0098
lelias@rockitdata.com

Business Size:
Small Business
Woman-Owned Small Business
Service-Disabled Veteran-Owned Small Business
Veteran-Owned Small Business
Small Disadvantaged Business

For more information on ordering go to the following website: https://www.gsa.gov/schedules.
Price list current as of Modification #PS-0052 effective 09/26/2024
Prices Shown Herein are Net (discount deducted)

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CUSTOMER INFORMATION

PRICING & LABOR CATEGORIES

CUSTOMER INFORMATION

1.a   Table of Awarded Special Item Number(s) with appropriate cross-reference to item descriptions.

SINs	Recovery	SIN Title
511210, 511210STLOC	511210RC	Software Licenses
512110	512110RC	Video/Film Production
541330ENG	541330ENGRC	Engineering Services
541430	541430RC	Graphic Design Services
541511	541511RC	Web Based Marketing
54151S	54151SRC	IT Professional Services
54151HEAL	54151HEALRC	Health IT Services
541611	541330ENGRC	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
541612HC	541612HCRC	Agency Human Capital Strategy, Policy and Operations
541613	541613RC	Marketing Consulting Services
541690	541690RC	Professional Services – Technical and Engineering Services (non-IT)
541810	541810RC	Advertising Services
541820	541820RC	Public Relations Services
541850	541850RC	Exhibit Design and Advertising Services
541910	541910RC	Market Research and Analysis
541990	541990RC	Technical Consulting Services
541922	541922RC	Commercial Photography Services
561110	561110RC	Office Administrative Services
561920	561920RC	Conference, Meeting, Event and Trade Show Planning Services
611420	611420RC	Training Courses
611430	611430RC	Professional and Management Development Training
611430TD	611430TDRC	Talent Development
611710	611710RC	Educational Support Services
OLM	OLMRC	Order-level Materials

1.b   Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment discounts, or any other concession affecting price. Contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest

price, and cite the areas to which the prices apply. **See Pages 5 -7 for Products Pricing, and Pages 42 – 47 for Labor Category Pricing.**

1.c If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility, and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not applicable" for this item. **See Pages 8 – 41 for Labor Category Descriptions.**

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

3. Minimum order: **$100**

4. Geographic coverage (delivery area): **Worldwide.**

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

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

7. Quantity discounts: None.

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

9. Foreign items (list items by country of origin): **Not applicable.**

10.a Time of delivery: **To be determined at the Task Order level.**

10.b Expedited Delivery: **Items available for expedited delivery are noted in this price list. Contact Contractor.**

10.c Overnight and 2-day delivery: **Contact Contractor.**

10.d Urgent Requirements: **Contact Contractor.**

11. F.O.B Points(s): **Destination.**

12.a Ordering address(es): **Same as Contractor.**

12.b Ordering procedures: **See Federal Acquisition Regulation (FAR) 8.405-3.**

13. Payment address(es): **Same as company address.**

14. Warranty provision: **Standard Commercial Warranty Terms & Conditions.**

15. Export Packing Charges (if applicable): **Not Applicable.**

16. Terms and conditions of rental, maintenance, and repair (if applicable): **Not Applicable.**

17. Terms and conditions of installation (if applicable): **Not Applicable.**

18.a Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): **Not Applicable.**

18.b Terms and conditions for any other services (if applicable): **Not Applicable.**

19. List of service and distribution points (if applicable): **Not Applicable.**

20. List of participating dealers (if applicable): **Not Applicable.**

21. Preventive maintenance (if applicable): **Not Applicable.**

22.a Special attributes such as environmental attributes, (e.g., recycled content, energy efficiency, and/or reduced pollutants). **Not Applicable.**

22.b If applicable, indicate that Section 508 compliance information is available for the information and communications technology (ICT) products and services offered and show where full details can be found (e.g. Contractor's website or other location). ICT accessibility standards can be found at: https://www.Section508.gov/. **Not Applicable.**

23. Unique Entity Identifier (UEI) number: **TUXGLCLFM2L2**

24. Notification regarding registration in System for Award Management (SAM) database: **Contractor registered and active in SAM.**

Products Pricing – Software Licenses - AEGIS

SIN	MFR	MFR Part No	Product Name/Description	Unit of Issue	GSA Offer Price (inclusive of the .75% IFF)
511210	AEGIS	N/A	Enterprise License for Touchstone includes the following. On-Premise License - Annual use and support including corporate- driven updates - Initiation and Installation Hosted Department Level License - Cloud application license for up to 8 processors - Cloud Storage up to 100 terabytes - Cloud Support Shared Support Services - Unlimited test script catalogue and access to AEGIS test script library - Test case tailoring and script adaptation - Independent security validation and verification through 3rd party - Project Management and delivery quality management - Test script Configuration Management (CM) and Change Control (CC) - Annual training and change-based knowledge updates - Application Development and future enhancement	EA	$3,557,128.46

Products Pricing – Software Licenses - LENS and SCORE

SIN	Manufacturer	Part Name	Part Description	UOI	GSA Price
511210	Safe and Reliable Healthcare, LLC	ANNUAL SCORE Survey 4000-9999	SCORE software platform surveys hospitals. SCORE software platform hosts reports for 1 year. Invoiced and paid upfront upon SOW signature prior to service. Only NCR withholds payment until service is delivered. Price per user.	EA	$9.87
511210	Safe and Reliable Healthcare, LLC	ANNUAL SCORE Survey 10000-49999	SCORE software platform surveys hospitals. SCORE software platform hosts reports for 1 year. Invoiced and paid upfront upon SOW signature prior to service. Only NCR withholds payment until service is delivered. Price per user.	EA	$6.91
511210	Safe and Reliable Healthcare, LLC	ANNUAL SCORE Survey 50000 or more	SCORE software platform surveys hospitals. SCORE software platform hosts reports for 1 year. Invoiced and paid upfront upon SOW signature prior to service. Only NCR withholds payment until service is delivered. Price per user.	EA	$3.95
511210	Safe and Reliable Healthcare, LLC	ANNUAL LENS Visual Management Boards, Price Per work setting	Priced as an annual software and Service Subscription. Invoiced and paid upfront upon SOW signature prior to service. Only NCR withholds payment until installation.	EA	$8,392.95

Products Pricing – Training Support Services - rockITdata

SIN	Course Developer	Course No.	Course Title	Course Length	Participants	Unit of Issue	GSA Offer Price (inclusive of .75% IFF)
611420	rockITdata	BSCT001	Balanced Scorecard Champion Technical Training	2 days	1-6	Per Course	$2,992.44
611420	rockITdata	BSCT002	Balanced Scorecard Champion Technical Training	2 days	7-20	Per Course	$5,984.89

LABOR CATEGORY DESCRIPTIONS

Applicable to the following SINS: 511210, 511210RC, 512110, 512110RC, 541330ENG, 541330ENGRC, 541430, 541430RC, 541511, 541511RC, 541611, 541611RC, 541612HC, 541612HCRC, 541613, 541613RC, 541690, 541690RC, 541810, 541810RC, 541820, 541820RC, 541850, 541850RC, 541910, 541910RC, 541922, 541922RC, 541990, 541990RC, 561110, 561110RC, 561920, 561920RC, 611420, 611420RC, 611430, 611430RC, 611430TD, 611430TDRC, 611430RC, 611710, 611710RC

	Labor Category	Description	Education	Minimum Years of Experience
1	Business Architect	Performs tasks which structure the enterprise in terms of its governance structure, business processes, and business information; align strategic goals and objectives with decisions regarding products and services, partners and suppliers, organization, capabilities, and key business and IT initiatives. Tasks may include developing a business architecture strategy based on a situational awareness of various business scenarios and motivations; applying a structured business architecture approach and methodology for capturing the key views of the enterprise; capturing the tactical and strategic enterprise goals that provide traceability through the organization and are mapped to metrics that provide ongoing governance; defining the set of strategic, core and support processes that transcend functional and organizational boundaries; identifying external entities such as customers, suppliers, and external systems that interact with the business and describing which people, resources and controls are involved in the processes; and capturing the relationships among roles, capabilities and business units, the decomposition of those business units into subunits, and the internal or external management of those units.	BA/BS	4
2	Business Process Engineer	Performs management and support of the analysis, design, development, and implementation of diverse, enterprise-wide processes and application systems.Tasks may include the design study process; conducting studies in support ofsystem redesign and business process reengineering, improvement andmanagement; developing implementation plans; and supporting the process ofimplementing and sustaining improvements.	BA/BS	5
3	Communications Products Specialist I	Communications or public relations specialists may handle public relations, information output, press releases and media requests, social media and/or advertising for a wide variety of organizations.	BA/BS	4

	Labor Category	Description	Education	Minimum Years of Experience
4	Communications Products Specialist II	Communications or public relations specialists may handle public relations, information output, press releases and media requests, social media and/or advertising for a wide variety of organizations.	BA/BS	8
5	Conference/ Trade Show/ Event Planner	Performs tasks that involve long range planning for conferences and trade shows. Analyzes site selection criteria, proficient in computer operation, developing brochures, registration materials, programs, schedules, and agenda data.	BA/BS	6
6	Consultant III	Analyzes client information and develops and evaluates top-line outreach strategies to meet objectives. Demonstrates in-depth knowledge and manages the client service aspects of the account portfolio and assumes responsibility for bottom-line results. Develops and implements high-level strategic communications; manages, motivates, and leads staff; and builds and manages project teams. Ensures the contract team performs work on schedule and budget.	MA/MBA	10
7	Editor	Performs tasks such as writing and editing materials, such as reports, regulations, articles, newsletters, magazines, news releases, training materials, brochures, interpretive handbooks, pamphlets, guidebooks, scholarly works, reference works, speeches, or scripts. Tasks may include writing, editing, or reviewing training materials for a course, user guidebook, briefing packages, workbooks, or study reports.	BA/BS	4
8	Executive Safety Science Coach	Coaches senior leaders on the execution of safety science by creating the linkage between the principles and leadership practices. Collaborates with senior leaders to facilitate the incorporation of a Just Culture utilizing available tools (i.e., All Employee Survey, Safety Surveys, Quarterly Best Places to work, Customer Service Surveys) but also designing tools as needed including implementation plans. Trains leaders on leadership behaviors and actions necessary to guide a cultural transformation to a culture of safety and reliability and to establish safety as a core value.	Masters	10

	Labor Category	Description	Education	Minimum Years of Experience
9	Facilitator	Performs tasks such as defining, refining, and resolving disputes, disagreements, and divergent views; leading or facilitating group briefings and discussions; enabling focused decision-making; recording discussion content; related facilitation support services, such as debriefing stakeholders, and preparing and providing draft and final reports relating to the facilitated issues. Tasks may include facilitating meetings or training classes ranging from a day to a few weeks.	BA/BS	3
10	Graphic Designer I	Creates visual design, images, graphics, briefings, and animation including typography, visual concept, Internet designs, interactive platforms, and documentation. Communicates and coordinates with the staff, writer, and management to ensure that the visual design communicates the desired message, and functions successfully for varying technical and performance specifications.	BA/BS	2
11	Graphic Designer II	Creates visual design, images, graphics, briefings, and animation including typography, visual concept, Internet designs, interactive platforms, and documentation. Communicates and coordinates with the staff, writer, and management to ensure that the visual design communicates the desired message, and functions successfully for varying technical and performance specifications.	BA/BS	5
12	Graphic Designer III	Creates visual design, images, graphics, briefings, and animation including typography, visual concept, Internet designs, interactive platforms, and documentation. Communicates and coordinates with the staff, writer, and management to ensure that the visual design communicates the desired message, and functions successfully for varying technical and performance specifications.	BA/BS	10
13	Information Management Specialist	Performs tasks which support program, project and organizational work through the design and control of systems that input, delete, retrieve, manipulate, and correct information in databases or automated/electronic records. Tasks may include designing and producing reports via a wide variety of information management research tools, systems, and processes.	BA/BS	4

	Labor Category	Description	Education	Minimum Years of Experience
14	Information Technology Specialist	Performs tasks related to leading, administering, developing, delivering, and supporting information technology (IT) systems and services, including data storage, information assurance, software applications, networking, and systems and services used in the automated acquisition, storage, manipulation, management, movement, control, display, switching, interchange, transmission, assurance, or reception of information. Tasks may include evaluating, recommending, designing, and developing IT solutions to compile, evaluate, analyze, control, secure, and disseminate timely, relevant, objective, and accurate data and information to stakeholders, including, not limited to, web-based designs, data governance, operational systems, document storage, applications, models, and assessment of existing legacy systems.	BA/BS	4
15	Instructional Systems Designer I	Performs tasks related to planning, coordination, and development components of instructional design based on the findings of occupational analysis; determining the learning objectives and task learning relationships, clustering learning events, organizing course content, and developing instruction design plans; and analyzing learning problems, selecting teaching strategies using appropriate models, and developing course plans using this information. Tasks may include identifying training needs, presenting recommendations, and delivering learning solutions to address performance gaps; leveraging instructional design and performance improvement processes to analyze, design, develop, implement, and evaluate instructional materials and performance improvement programs; working with key stakeholders and subject matter experts to design and develop domestic or international training interventions that incorporate best practices in behavioral and cognitive sciences to effectively address business and performance objectives.	BA/BS	3

	Labor Category	Description	Education	Minimum Years of Experience
16	Instructional Systems Designer II	Performs tasks related to planning, coordination, and development components of instructional design based on the findings of occupational analysis; determining the learning objectives and task learning relationships, clustering learning events, organizing course content, and developing instruction design plans; and analyzing learning problems, selecting teaching strategies using appropriate models, and developing course plans using this information. Tasks may include identifying training needs, presenting recommendations, and delivering learning solutions to address performance gaps; leveraging instructional design and performance improvement processes to analyze, design, develop, implement, and evaluate instructional materials and performance improvement programs; working with key stakeholders and subject matter experts to design and develop domestic or international training interventions that incorporate best practices in behavioral and cognitive sciences to effectively address business and performance objectives.	BA/BS	5
17	Instructional Systems Designer III	Performs tasks related to planning, coordination, and development components of instructional design based on the findings of occupational analysis; determining the learning objectives and task learning relationships, clustering learning events, organizing course content, and developing instruction design plans; and analyzing learning problems, selecting teaching strategies using appropriate models, and developing course plans using this information. Tasks may include identifying training needs, presenting recommendations, and delivering learning solutions to address performance gaps; leveraging instructional design and performance improvement processes to analyze, design, develop, implement, and evaluate instructional materials and performance improvement programs; working with key stakeholders and subject matter experts to design and develop domestic or international training interventions that incorporate best practices in behavioral and cognitive sciences to effectively address business and performance objectives.	BA/BS	8

	Labor Category	Description	Education	Minimum Years of Experience
18	Lean Six Sigma Specialist	Performs tasks which require knowledge of Six Sigma philosophies and principles, including supporting systems and tools; an understanding of team dynamics and how to assign team member roles and responsibilities based on a thorough understanding of all aspects of the DMAIC model in accordance with Six Sigma principles; and Lean enterprise concepts, with the ability to identify non-value-added elements and activities using specific tools related to Lean and Six Sigma. Tasks may include employing quality management systems, tools, and techniques to help organizations transform, including, but not limited to Lean Six Sigma (LSS), ISO 9000/9001, and the Malcolm Baldrige Quality Award criteria.	BA/BS	4
19	Management Analyst I	Performs tasks requiring delivery of analysis and advice for management regarding the evaluation of the effectiveness and efficiency of large scale domestic or international programs, operations, infrastructure, or assets. Tasks may include conducting organization studies that specifically assess and analyze current organization states, management or operational systems, or technical conditions of assets; performing gap analyses of differences between current and targeted states; documenting and delivering findings and recommendations; and conducting surveys, focus groups, and other accepted techniques for data collection in support of organization studies that specifically assess and analyze current organization states, management or operational systems, or technical conditions of assets.	BA/BS	3
20	Management Analyst II	Performs tasks requiring delivery of analysis and advice for management regarding the evaluation of the effectiveness and efficiency of large scale domestic or international programs, operations, infrastructure, or assets. Tasks may include conducting organization studies that specifically assess and analyze current organization states, management or operational systems, or technical conditions of assets; performing gap analyses of differences between current and targeted states; documenting and delivering findings and recommendations; and conducting surveys, focus groups, and other accepted techniques for data collection in support of organization studies that specifically assess and analyze current organization states, management or operational systems, or technical conditions of assets.	BA/BS	8

	Labor Category	Description	Education	Minimum Years of Experience
21	Management Consultant I	Possesses requisite knowledge and provides customized business-focused objective advice, expertise, and specialist skills to create value and improve business strategy, internal processes, and program/project performance. Supports development of business plans, policies and procedural documentation and other deliverables in support of executing decisions. Assists with devising and implementing performance measures and related processes and systems. Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables and resolving issues. Organizes, directs and coordinates the planning and production of activities. Oversees process and productivity improvement, systems alignment, organizational assessments, and program audits and evaluations. Crafts and enforces quality control programs.	BA/BS	5
22	Management Consultant II	Possesses requisite knowledge and provides customized business-focused objective advice, expertise, and specialist skills to create value and improve business strategy, internal processes and program/project performance. Supports development of business plans, policies and procedural documentation and other deliverables in support of executing decisions. Assists with devising and implementing performance measures and related processes and systems. Maintains responsibility for managing business solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables and resolving issues. Organizes, directs and coordinates the planning and production of activities. Oversees process and productivity improvement, systems alignment, organizational assessments, and program audits and evaluations. Crafts and enforces quality control programs.	BA/BS	10

	Labor Category	Description	Education	Minimum Years of Experience
23	Maritime Training Specialist I	Performs as a maritime trainer/expert with an emphasis in small boat or law enforcement operations, or organizational development activities. Designs effective international or domestic maritime training programs in the virtual, constructive, or real environments. Conducts research necessary to develop and revise comprehensive training courses and prepares appropriate training catalogs. Develops instructor materials such as course outline, background material, and training aids. Develops student material such as course manuals, workbooks, handouts, completion certificates and course critique forms. Trains personnel by conducting formal classroom courses, workshops, seminars and/or computer-based or aided training and provides specific technical and/or functional maritime operations guidance or support. Coordinates for additional subject matter experts to participate in training as needed. Develops training plans and materials for acquisition programs from a logistics perspective.	Bachelors	2
24	Maritime Training Specialist II	Performs as a maritime trainer/expert with an emphasis in small boat or law enforcement operations, or organizational development activities. Designs effective international or domestic maritime training programs in the virtual, constructive, or real environments. Conducts research necessary to develop and revise comprehensive training courses and prepares appropriate training catalogs. Develops instructor materials such as course outline, background material, and training aids. Develops student material such as course manuals, workbooks, handouts, completion certificates and course critique forms. Trains personnel by conducting formal classroom courses, workshops, seminars and/or computer-based or aided training and provides specific technical and/or functional maritime operations guidance or support. Coordinates for additional subject matter experts to participate in training as needed. Develops training plans and materials for acquisition programs from a logistics perspective.	Bachelors	5

	Labor Category	Description	Education	Minimum Years of Experience
25	Maritime Training Specialist III	Performs as a maritime trainer/expert with an emphasis in small boat or law enforcement operations, or organizational development activities. Designs effective international or domestic maritime training programs in the virtual, constructive, or real environments. Conducts research necessary to develop and revise comprehensive training courses and prepares appropriate training catalogs. Develops instructor materials such as course outline, background material, and training aids. Develops student material such as course manuals, workbooks, handouts, completion certificates and course critique forms. Trains personnel by conducting formal classroom courses, workshops, seminars and/or computer-based or aided training and provides specific technical and/or functional maritime operations guidance or support. Coordinates for additional subject matter experts to participate in training as needed. Develops training plans and materials for acquisition programs from a logistics perspective.	Bachelors	10
26	Process Improvement Specialist I	Performs evaluating, planning, and recommending improvements. The individual can also facilitate brainstorming events that are focused on the improvement of processes within the organization.	Associates	1
27	Process Improvement Specialist II	Performs evaluating, planning, and recommending improvements. The individual can also facilitate brainstorming events that are focused on the improvement of processes within the organization.	Associates	5
28	Process Improvement Specialist III	Performs evaluating, planning, and recommending improvements. The individual can also facilitate brainstorming events that are focused on the improvement of processes within the organization.	Associates	10
29	Program Analyst I	Performs tasks requiring program planning, audits, and evaluations related to large scale programs. Tasks may include supporting program analysis, strategic planning, integrated master scheduling, event planning, Congressional Affairs, metrics, Financial Management Systems, and risk management.	BA/BS	1
30	Program Analyst II	Performs tasks requiring program planning, audits, and evaluations related to large scale programs. Tasks may include supporting program analysis, strategic planning, integrated master scheduling, event planning, Congressional Affairs, metrics, Financial Management Systems, and risk management.	BA/BS	3

	Labor Category	Description	Education	Minimum Years of Experience
31	Program Analyst III	Performs tasks requiring program planning, audits, and evaluations related to large scale programs. Tasks may include supporting program analysis, strategic planning, integrated master scheduling, event planning, Congressional Affairs, metrics, Financial Management Systems, and risk management.	BA/BS	10
32	Program Manager I	Oversees the development and execution of domestic and/or international programs and is accountable for the quality and timely delivery of contractual items under the contract terms and conditions. Serves as point of contact with client, and performs day-to-day management of contract execution, possibly involving multiple tasks and groups of personnel at multiple locations, on a single project. Establishes and maintains technical and financial reports demonstrating project progress and delegates responsibilities to subordinates and oversees successful contract/task order completion. Ensures senior level management within the client organization is aware of overall program status, including all relevant projects and their potential impact on higher level organizational strategic vision. May manage the client interface at the COTR level.	BA/BS	10
33	Program Manager II	Performs tasks requiring management of a large-scale international and domestic program, encompassing multiple projects, with a total lifecycle budget and complexity comparable to the task order at hand. Tasks may include planning, initiating, managing, executing, and closing out small- and large-scale programs in support of an agency's mission.	Masters	8
34	Program Manager III	Serves as the Contractor counterpart to the Governments program manager and contracting officer for all international and domestic program-wide contract technical issues, contract performance, and issue resolution. Provides oversight and executive level management for all of the contractor engagements under this contract. Represents the Contractor at all contract-level post-award meetings. Provides strategic direction, vision, leadership, and program management to the team.	Masters	15

	Labor Category	Description	Education	Minimum Years of Experience
35	Project Manager I	Performs tasks requiring management of a small-scale international and domestic project encompassing multiple tasks with a total lifecycle budget and complexity comparable to the task order at hand. Tasks may include formulating and defining system scope and objectives in accordance with the customer technical requirements; compiling and analyzing technical data; advising management and customers on complex system projects and activities; working closely with customers to define communication systems and equipment requirements; providing instruction on and performing and documenting quality assurance reviews.	BA/BS	3
36	Project Manager II	Oversees the execution of single or multiple task orders in domestic or international projects. Responsible for staffing, project planning, production, quality, project financials, and staff direction and oversight, and providing deliverables under the task order. Manages the client interface at the COR level. Assists the Program Manager as required in managing contract performance.	Masters	8
37	Quality Management Specialist	Performs tasks related to promoting systems and techniques assuring the quality of products and services including the development of plans and programs for achieving and maintaining product and service quality throughout the product/service life cycle; monitoring operations to prevent the production of defects and to verify adherence to quality plans and requirements; and analysis and investigation of adverse quality trends or conditions and initiation of corrective action. Tasks may include employing quality management systems, tools, and techniques to help organizations transform, including, but not limited to ISO 9000/9001, and the Malcolm Baldrige Quality Award criteria	BA/BS	4
38	Statistician I	Performs tasks related to applying statistical theories, techniques, and methods to gather, analyze, interpret, and/or report quantified information. Tasks may include performing valid and useful analyses of data sets in support of task areas using existing data or data to be collected.	BA/BS	3
39	Statistician II	Performs tasks related to applying statistical theories, techniques, and methods to gather, analyze, interpret, and/or report quantified information. Tasks may include performing valid and useful analyses of data sets in support of task areas using existing data or data to be collected.	BA/BS	8

	Labor Category	Description	Education	Minimum Years of Experience
40	Subject Matter Expert – Change Implementation	Executes organizational change and may use staff to assist in the development and conducting of stakeholder analyses, impact analyses, and implementation planning. The Change Implementation SME shall also provide input on the associated risks resulting from the change activities in the organization.	Masters	8
41	Subject Matter Expert – Communications	Corporate knowledge of large-scale communications; knowledge/experience with outreach and communication campaigns; media analysis regarding social media platforms; experience with implementing successful (proven) communications campaigns. Provide expert advice related to strategic communications for both internal and external stakeholders.	Masters	8
42	Subject Matter Expert I	Functional Responsibility: Develops requirements for a project's inception to conclusion in a subject matter area, for simple to moderately complex domestic or international programs. Provides analysis, evaluation and recommendations for improvements, optimization, development, and/or maintenance efforts for client-specific or mission- critical proficiencies. Consults with client to define need or problem, conducts studies and surveys to obtain data, and analyzes data to advise on or recommend solution.	BA/BS	2
43	Subject Matter Expert II	Functional Responsibility: Develops requirements for a project's inception to conclusion in a subject matter area, for simple to moderately complex domestic or international programs. Provides analysis, evaluation and recommendations for improvements, optimization, development, and/or maintenance efforts for client-specific or mission- critical proficiencies. Consults with client to define need or problem, conducts studies and surveys to obtain data, and analyzes data to advise on or recommend solution.	BA/BS	5
44	Subject Matter Expert III	Functional Responsibility: Develops requirements for a project's inception to conclusion in a subject matter area, for simple to moderately complex domestic or international programs. Provides analysis, evaluation and recommendations for improvements, optimization, development, and/or maintenance efforts for client-specific or mission- critical proficiencies. Consults with client to define need or problem, conducts studies and surveys to obtain data, and analyzes data to advise on or recommend solution.	BA/BS	8

	Labor Category	Description	Education	Minimum Years of Experience
45	Technical Writer I	Experience writing, editing, publishing reports and technical documents. Strong experience with computer-based systems. Gathers, analyzes, and composes technical information required for preparation of user manuals, training materials, installation guides, proposals, reports, etc. Edits functional descriptions, system specifications, user manuals, special reports, or any other customer deliverables and documents. Conducts research and ensures the use of proper technical terminology. Translates technical information into clear, readable documents to be used by technical and non-technical personnel in domestic or international settings.	H.S. Diploma	3
46	Technical Writer II	Experience writing, editing, publishing reports and technical documents. Strong experience with computer-based systems. Gathers, analyzes, and composes technical information required for preparation of user manuals, training materials, installation guides, proposals, reports, etc. Edits functional descriptions, system specifications, user manuals, special reports, or any other customer deliverables and documents. Conducts research and ensures the use of proper technical terminology. Translates technical information into clear, readable documents to be used by technical and non-technical personnel in domestic or international settings.	H.S. Diploma	8
47	Technical Writer/Editor I	Gathers, analyzes, and composes complex technical information for domestic and/or international programs. Conducts research and ensures the use of proper technical terminology. Translates technical information into clear, readable documents to be used by technical and non-technical personnel. Organizes material and writes descriptive copy according to established standards regarding order, clarity, conciseness, style, and terminology. Selects photographs, drawings, sketches, diagrams, and charts to illustrate material. Develops communications materials for publications, internet, strategic initiatives, user manuals, training materials, installation guides, white papers, reports, etc. Develops, writes, and edits functional descriptions, system specifications, special reports, or any other customer deliverables and documents. Provides technical writing support and deciphers directions provided on scripted storyboards, specifications, etc. Reviews documents for technical accuracy in accordance with applicable regulations.	BA/BS	2

	Labor Category	Description	Education	Minimum Years of Experience
48	Technical Writer/Editor II	Gathers, analyzes, and composes complex technical information for domestic and/or international programs. Conducts research and ensures the use of proper technical terminology. Translates technical information into clear, readable documents to be used by technical and non-technical personnel. Organizes material and writes descriptive copy according to established standards regarding order, clarity, conciseness, style, and terminology. Selects photographs, drawings, sketches, diagrams, and charts to illustrate material. Develops communications materials for publications, internet, strategic initiatives, user manuals, training materials, installation guides, white papers, reports, etc. Develops, writes, and edits functional descriptions, system specifications, special reports, or any other customer deliverables and documents. Provides technical writing support and deciphers directions provided on scripted storyboards, specifications, etc. Reviews documents for technical accuracy in accordance with applicable regulations.	BA/BS	5
49	Technical Writer/Editor III	Gathers, analyzes, and composes complex technical information for domestic and/or international programs. Conducts research and ensures the use of proper technical terminology. Translates technical information into clear, readable documents to be used by technical and non-technical personnel. Organizes material and writes descriptive copy according to established standards regarding order, clarity, conciseness, style, and terminology. Selects photographs, drawings, sketches, diagrams, and charts to illustrate material. Develops communications materials for publications, internet, strategic initiatives, user manuals, training materials, installation guides, white papers, reports, etc. Develops, writes, and edits functional descriptions, system specifications, special reports, or any other customer deliverables and documents. Provides technical writing support and deciphers directions provided on scripted storyboards, specifications, etc. Reviews documents for technical accuracy in accordance with applicable regulations.	BA/BS	10

	Labor Category	Description	Education	Minimum Years of Experience
50	Trainer/Training Specialist I	Designs effective domestic or international training programs in virtual, constructive, or real environments. Conducts research necessary to develop and revise training courses and prepares appropriate training catalogs. Develops instructor materials such as course outline, background material, and training aids. Develops student material such as course manuals, workbooks, handouts, completion certificates and course critique forms. Trains personnel by conducting formal classroom courses, workshops, seminars and/or computer-based or aided training. Coordinates for additional subject matter experts to participate in training as needed. Develops training plans and materials for acquisition programs from a logistics perspective.	BA/BS	2
51	Trainer/Training Specialist II	Designs effective domestic or international training programs in virtual, constructive, or real environments. Conducts research necessary to develop and revise training courses and prepares appropriate training catalogs. Develops instructor materials such as course outline, background material, and training aids. Develops student material such as course manuals, workbooks, handouts, completion certificates and course critique forms. Trains personnel by conducting formal classroom courses, workshops, seminars and/or computer-based or aided training. Coordinates for additional subject matter experts to participate in training as needed. Develops training plans and materials for acquisition programs from a logistics perspective.	BA/BS	5
52	Trainer/Training Specialist III	Designs effective domestic or international training programs in virtual, constructive, or real environments. Conducts research necessary to develop and revise training courses and prepares appropriate training catalogs. Develops instructor materials such as course outline, background material, and training aids. Develops student material such as course manuals, workbooks, handouts, completion certificates and course critique forms. Trains personnel by conducting formal classroom courses, workshops, seminars and/or computer-based or aided training. Coordinates for additional subject matter experts to participate in training as needed. Develops training plans and materials for acquisition programs from a logistics perspective.	BA/BS	10

	Labor Category	Description	Education	Minimum Years of Experience
53	Training Performance Analyst I	Possesses a background in systems, instructional systems technology, instructional and performance technology, human resource development, or education. Conducts performance analyses or Front-End Analysis. Has experience using the Accomplishment Based Curriculum Development (ABCD) methodology. Proficient in th e following software applications: Microsoft Word, Outlook, Excel, & PowerPoint. Responsibilities may include physical requirements related to the work to be conducted, especially those at Government facilities or on vessels and platforms. Persons conducting the work must be able to physically observe performance and climb ladders and/or other physical requirements associated with the work environment. Work may require a secret clearance or higher.	Masters	5
54	Training Performance Analyst II	Possesses a background in systems, instructional systems technology, instructional and performance technology, human resource development, or education. Conducts performance analyses or Front-End Analysis. Has experience using the Accomplishment Based Curriculum Development (ABCD) methodology. Proficient in th e following software applications: Microsoft Word, Outlook, Excel, & PowerPoint. Responsibilities may include physical requirements related to the work to be conducted, especially those at Government facilities or on vessels and platforms. Persons conducting the work must be able to physically observe performance and climb ladders and/or other physical requirements associated with the work environment. Work may require a secret clearance or higher.	Masters	7
55	Training Performance Analyst III	Possesses a background in systems, instructional systems technology, instructional and performance technology, human resource development, or education. Conducts performance analyses or Front-End Analysis. Has experience using the Accomplishment Based Curriculum Development (ABCD) methodology. Proficient in th e following software applications: Microsoft Word, Outlook, Excel, & PowerPoint. Responsibilities may include physical requirements related to the work to be conducted, especially those at Government facilities or on vessels and platforms. Persons conducting the work must be able to physically observe performance and climb ladders and/or other physical requirements associated with the work environment. Work may require a secret clearance or higher.	Masters	10

	Labor Category	Description	Education	Minimum Years of Experience
56	LENS Business Analyst	Works to provide support to executive staff with management responsibilities such as finance management, payroll, and budgeting. Additionally, this position will work in managing complex data and completing extensive reports and data audits. This individual must understand software development for troubleshooting. This individual works independently on projects that require in depth research and preparation of important project elements such as supporting documentation, briefing charts, and other prep materials.	Bachelors	2
57	LENS Client Service Associate	First point of contact for client questions about LENS. Triage and troubleshoots issues.	Bachelors	1
58	LENS Clinical Principal	Responsible for Physician Engagement/Buy-in in the LENS Board. Works with LENS Trainer to create Physician-specific LENS training. Uses LENS data and other sources to identify and address provider related issues. Communicate value proposition of work to physicians Provide regular support, mentoring and coaching to maintain physician engagement.	Bachelors	5
59	LENS HRO Expert I	Establishes the context and need for LENS with leadership and units. Helps with LENS provisioning, including working with program director to order hardware and determine board placement and setup. Lead STAs when needed. Rounds on units to ensure smooth and consistent usage of boards Liaison for unit Master Facilitator. Provides HRO specific LENS training Support LENS Impact measurement. Support movement through the LENS Maturity Matrix Uses available data to inform assessment and progress; Provides HRO training as needed.	Bachelors	10

	Labor Category	Description	Education	Minimum Years of Experience
60	LENS HRO Expert II	Leads, coordinates and mentors teams of HRO Expert Is Provides oversight on training needs, risks, and issues. Strategizes and implements initiatives to address issues encountered. Liaise and coach hospital senior leaders on HRO concepts with respect to LENS. Mentors and coaches Master Facilitators. Run steering committee meetings. Leads Impact measurement. Evaluates units against LENS Maturity Matrix.	Bachelors	15
61	LENS Principal	Collaborates with Program Director, LENS Managing Partner to develop Project Plan as dictated by contract. Communicates contract targets to team. Sits on steering committee. Supports account management duties. Liaise with corporate leaders (CFOs, CIOs).	Bachelors	5
62	LENS Principal Managing Partner	Consult and strategize on system level issues as they arise Collaborates with the Program Director and LENS Principal to develop Project Plan as reflected in Contract. Overall account management duties Liaise with senior account sponsor Sit on steering committee. Engage and coach site senior leaders.	Bachelors	5
63	LENS Program Supervising Director	Manages LENS Project from Implementation to Sustainment. Coordinates all team members. Point person for project progress. Ensures project meets agreed timelines. Provides ad-hoc support. Support LENS HRO Expert I on LENS Provisioning. Identifies and manages all risks and issues. Facilitates calls. Lead and run kick-off/launch meetings Support collecting impact measurements. Drives pace of activities and communicates with team if targets are not being met.	Bachelors	10

	Labor Category	Description	Education	Minimum Years of Experience
64	LENS Technical/ Analytical Support Director	Leads, manages, and supports LENS Development Team. Prioritizes requests, initiatives, and other work for team. Assigns personnel to projects. Organizes work distribution within LENS Development team. Consults as needed with senior leaders on technical capabilities of LENS. Collaborates with HRO Experts to identify and address client needs. Communicates fixes, upgrades, and new features to HRO LENS team.	Bachelors	5
65	LENS Technical/ Analytical Support Manager	Troubleshoots and resolves technical issues - both onsite and virtual Set up support, post-implementation support, LENS pre-work, Analytics on LENS trends (word/phrasing usage)	Bachelors	2
66	LENS Training Expert	Provides LENS Specific Training (LENS 101 and 102). Provides any specific or targeted LENS training. Rounds on units for ad-hoc training. Leads "train the trainer" sessions.	Bachelors	2
67	SCORE Analytics Expert	Perform data analytics on results	Bachelors	4
68	SCORE Business Analyst	Works to provide support to executive staff with management responsibilities such as finance management, payroll, and budgeting. Additionally, this position will work in managing complex data and completing extensive reports and data audits. This individual must have an understanding of software development for troubleshooting. This individual works independently on projects that require in depth research and preparation of important project elements such as supporting documentation, briefing charts, and other prep materials.	Bachelors	2
69	SCORE Client Service Associate	First point of contact for survey respondent questions about SCORE Triage and troubleshoots issues. Identify trends to develop system fixes (FAQs, webpage), elevate issues to the development team.	Bachelors	2

	Labor Category	Description	Education	Minimum Years of Experience
70	SCORE HRO Director	Mentors team members on customizations, in-depth analyses, and debriefing. Resource for the development of evidence-based action plans.	Bachelors	10
71	SCORE HRO Manager	Advises on SCORE customizations and question tailoring. Provides in-depth and expert insights in SCORE debriefs as well as suggestions on opportunities for improvement. Supports action planning. Links HRO principles to the interpretation of the SCORE data. Performs statistical analysis of data. Identifies themes in the comments and links themes to SCORE data Strategies client specific approach to dissemination of the findings. Leads collaboration with client team including guidance in strategies for analysis and action planning. Leads the development of the debriefing presentations.	Bachelors	6
72	SCORE HRO Specialist	Establishes the context and need for SCORE with leadership and units. Assists with team communication about the survey and coaches on strategies on increasing response rates Collaborates with SCORE team members on analysis and interpretation of SCORE Results Assists in the reading and analysis of the Comments Assists with the building of debriefing decks. Collaborates with the implementation of the action plan.	Bachelors	4
73	SCORE Principal Managing Partner	Overall account management duties. Liaise with senior account sponsor. Sit on steering committee. Engage and coach site senior leaders, Lead the integration of SCORE analysis with action planning Resource for SCORE and Client team to strategize issues encountered.	Bachelors	5

	Labor Category	Description	Education	Minimum Years of Experience
74	SCORE Program Supervising Director	Manages SCORE Project end to end, Collaborate with Managing Partner and "SCORE Principal" in the development of the Project Plan. Co-ordinates and assists with agreement of Project Plan with S&R and Client. Point person for project progress, Maintains documentation of deliverables. Collaborates with "SCORE Principal" tracks Contract Targets Ensures project meets agreed timelines. Communicates with team upcoming targets and risks to meeting targets. In collaboration with SCORE team, prioritizes and organizes work on deliverables Provides ad-hoc support. Manages all risks and issues Facilitates calls. Lead and run kick-off/launch meetings. Ensures mechanism for Client feedback on S&R services.	Bachelors	10
75	SCORE Software Manager	Assist with software development, implementation, custom features.	Bachelors	4
76	SCORE Software Specialist	Assist with software, implementation, custom features.	Bachelors	2
77	SCORE Technical Support Manager	More complex support requests. Custom setup troubleshooting, 1:1 support of features/training	Bachelors	2
78	SCORE Technical Support Specialist	Basic support requests. Working with survey leads and participants to successfully take survey.	Bachelors	None
79	SCORE User Provisioning/ Mapping Director	Works with client to categorize and classify work settings. Manages and updates master mapping files. Performs analysis on work setting composition for grouping and further mapping work. Helps with major changes to mapping files.	Bachelors	4
80	SCORE User Provisioning / Mapping Manager	Works with client to categorize and classify work settings Manages and updates master mapping files. Performs analysis on work setting composition for grouping and further mapping work.	Bachelors	2

LABOR CATEGORY DESCRIPTIONS

Applicable to SINs 54151S, 54151SRC

	Labor Category	Description	Education	Minimum Years of Experience
1	IT Information Security Analyst I	Monitors, evaluates, and maintains systems and procedures to safeguard internal information systems and databases. Researches, recommends, and implements changes to enhance systems security. Educates and communicates security requirements and procedures to all users and new employees. Identifies potential threats and responds to reported security incidents/violations. Determines cause of security violations and recommends corrective actions. Researches, recommends, and implements changes to procedures and systems to enhance systems security. Assists in the development of and conducts periodic system security tests. Performs analyses on test results and prepares reports on this information for management.	Bachelors	2
2	IT Information Security Analyst II	Monitors, evaluates, and maintains systems and procedures to safeguard internal information systems and databases. Researches, recommends, and implements changes to enhance systems security. Educates and communicates security requirements and procedures to all users and new employees. Identifies potential threats and responds to reported security incidents/violations. Determines cause of security violations and recommends corrective actions. Researches, recommends, and implements changes to procedures and systems to enhance systems security. Assists in the development of and conducts periodic system security tests. Performs analyses on test results and prepares reports on this information for management.	Bachelors	4
3	IT Information Security Analyst III	Monitors, evaluates, and maintains systems and procedures to safeguard internal information systems and databases. Researches, recommends, and implements changes to enhance systems security. Educates and communicates security requirements and procedures to all users and new employees. Identifies potential threats and responds to reported security incidents/violations. Determines cause of security violations and recommends corrective actions. Researches, recommends, and implements changes to procedures and systems to enhance systems security. Assists in the development of and conducts periodic system security tests. Performs analyses on test results and prepares reports on this information for management.	Bachelors	8

	Labor Category	Description	Education	Minimum Years of Experience
4	IT Program Manager I	Responsible for managing the day-to-day operations of the program and overall coordination, status reporting, and stability of complex and cross- functional project-oriented work efforts. Assist in developing the program strategy, supporting business case, and various program plans. Organizes resources to support multiple concurrent projects and assists in managing the execution of multiple concurrent projects. Ensures integration of project and adjusts scope, timing, and budget as needed. Establishes and implements program management processes and methodologies to ensure all projects are delivered on time, within budget, adhere to high quality standards, and meet customer expectations. Responsible for tracking key project milestones and adjusting program plans and/or resources. Delivers presentations and participates in client meetings.	Bachelors	5
5	IT Program Manager II	Responsible for managing the day-to-day operations of the program and overall coordination, status reporting, and stability of complex and cross- functional project-oriented work efforts. Develops the program strategy, supporting business case, and various program plans. Organizes resources to support multiple concurrent projects and manages the execution of multiple concurrent projects. Ensures integration of project and adjusts scope, timing, and budget as needed. Establishes and implements program management processes and methodologies to ensure all projects are delivered on time, within budget, adhere to high quality standards, and meet customer expectations. Responsible for tracking key project milestones and adjusting program plans and/or resources. Delivers presentations and leads client meetings.	Bachelors	7

	Labor Category	Description	Education	Minimum Years of Experience
6	IT Program Manager III	Responsible for overall program management from inception to delivery and ensures that projects are implemented, developed, and delivered in a timely and fiscally responsible manner. Provides functional and technical leadership to engineering staff and guidance to management. Establishes metrics and ensures that quality assurance practices are implemented with regard to overall contracts. Develops and implements program improvement plans. Organizes resources to support multiple concurrent projects and manages the execution of multiple concurrent projects. Organizes, directs, and coordinates planning and production of all contract support activities. Conducts oral and written communications with all levels of management for planning and control of projects. Serves as the primary point of contact for Government Contracting Officer (CO), Contracting Officers Representative (COR), the Contracting Officers Technical Representative (COTR), Government management personnel, and customer agency representatives.	Bachelors	10
7	IT Project Manager I	Under the guidance of the Program Manager, Oversees various projects or project subtasks of a moderate complex nature. Responsible for assembling project teams, assigning individual responsibilities, identifying appropriate resources, and developing schedules. Familiar with the contract scope and project objectives, as well as the role and function of each team member in order to effectively coordinate the activities of the project team.	Bachelors	1
8	IT Project Manager II	Under the guidance of the Program Manager, is responsible for overall management of specific task order(s) and ensuring that technical solutions and schedules in the task order are implemented in a timely manner. Responsible for assembling project teams, assigning individual responsibilities, identifying appropriate resources, and developing schedules. Familiar with the contract scope and project objectives, as well as the role and function of each team member in order to effectively coordinate the activities of the project team.	Bachelors	3

	Labor Category	Description	Education	Minimum Years of Experience
9	IT Project Manager III	Serves as the leader of a delivery order and assists the Program Manager in working with the Government's Contracting Officer's Representative (COR), other Government management personnel, and customer agency representatives. Under the guidance of the Program Manager, is responsible for overall management of specific task order(s) and ensuring that technical solutions and schedules in the task order are implemented in a timely manner. Responsible for technical performance, cost, and schedule of projects and subtasks. Organizes, directs, and coordinates planning, execution, and evaluation of all project/technical support activities. Interfaces with customer representatives and management. Provides direction, establishes project management structure, develops work breakdown structures, allocates resources, and develops and maintains project schedules.	Bachelors	8
10	IT Software Engineer I	Works under close supervision, developing the requirements of a product from inception to conclusion. Develops required specifications for simple to moderate complex problems. Manages software development and support using formal specifications, data flow diagrams, and other accepted design techniques. Estimates software development costs and schedules.	Bachelors	2
11	IT Software Engineer II	Analyzes and studies complex system requirements and translates detailed design into computer software. Designs software tools and subsystems to support software reuse and domain analyses and manages their implementation. Manages software development and support using formal specifications, data flow diagrams, and other accepted design techniques. Estimates software development costs and schedules. Reviews existing programs and assists in making refinements, reducing operating time, and improving current techniques.	Bachelors	4
12	IT Software Engineer III	Analyzes and studies complex system requirements and translates detailed design into computer software. Designs software tools and subsystems to support software reuse and domain analyses and manages their implementation. Manages software development and support using formal specifications, data flow diagrams, and other accepted design techniques. Estimates software development costs and schedules. Reviews existing programs and assists in making refinements, reducing operating time, and improving current techniques.	Bachelors	6

	Labor Category	Description	Education	Minimum Years of Experience
13	IT Subject Matter Expert I	Provides expert consultative support to a functional technical area of the project. Develops solutions to complex problems. Works closely with information technologists to identify the best technological solution to technical issues. Provides consulting to director and senior managers on information technology strategies. Develops, leads, and conducts quality workshops, benchmarking, and surveys. Facilitates process improvement efforts. Can manage a project team.	Bachelors	5
14	IT Subject Matter Expert II	Serve as technical expert in areas relevant to a particular IT project. Produce and/or review substantive and/or complex technical documentation reflecting detailed knowledge of technical areas as identified in the statement of work. Documentation subjects include but are not limited to systems design, system architecture, feasibility studies, and system specifications. Coordinates with contractor management and customer personnel at all levels to ensure that the problem is properly understood and defined, and that the solution satisfies the client's requirements. Designs, organizes, leads, and conducts executive level workshops, benchmarking, and surveys. Prepares papers and documentation in support of customer requirements. Can lead a project team.	Bachelors	7
15	IT Subject Matter Expert III	Provides expert knowledge of technical/engineering applications in the information technology (IT) specialty area with the ability to provide complete technical solutions. Documentation subjects include but are not limited to systems design, system architecture, feasibility studies, and system specifications. Independently performs tasks of the highest degree of complexity and difficulty. Analyzes technical risk, schedule, and cost impacts of approaches. Establishes performance and technical standards. Generates and approves project and testing specifications. Provides technical guidance to other project team members. Can supervise other technical personnel. Develops and recommends organizational process changes to include new solutions and new technology.	Bachelors	10

	Labor Category	Description	Education	Minimum Years of Experience
16	IT Systems Analyst I	Provides support to senior-level IT Analysts as required. Analyzes requirements to determine current needs and system functions. Develops plans for ADP systems throughout the entire software development lifecycle. Develops complete specifications to enable computer programmers to prepare required programs. Performs systems installation of computer operating systems, network, and applications software, and computer/network hardware. Provide technical guidance to other project members for software-related tasks. Prepares required documentation, including both program-level and user-level documentation.	Bachelors	1
17	IT Systems Analyst II	Supports the Senior IT Systems Analyst as required. Analyzes requirements to determine current needs and system functions. Develops plans for ADP systems throughout the entire software development lifecycle. Develops complete specifications to enable computer programmers to prepare required programs. Performs systems installation of computer operating systems, network, and applications software, and computer/network hardware. Serve as a lead analyst providing supervision and technical guidance to other project members for software-related tasks. Prepares required documentation, including both program-level and user- level documentation.	Bachelors	4
18	IT Systems Analyst III	Provides technical leadership and administrative direction for personnel performing software development tasks. Analyzes software to determine current capabilities and system functions. Analyzes business problems for resolution through automation. Conducts system performance modeling and analyses and system reliability and security analyses. Develops technical strategy for accomplishing objectives. Gathers requirements from users, defines work problems, and designs computer procedures to resolve the problems. Develops complete specifications for computer software programs. Reviews work products for correctness, adherence to design concepts, effectiveness in meeting user requirements, and adherence to schedules. Coordinates with client management and technical specialists to ensure problem resolution and user satisfaction. Ensures conformance to standards and quality control procedures. Prepares required documentation, including both program-level and user-level documentation.	Bachelors	8

	Labor Category	Description	Education	Minimum Years of Experience
19	IT Technical Writer I	Assists in interpreting technical documentation standards and preparing IT systems documentation accordingly. Duties include writing, editing, and graphic presentation of technical information provided by the user, specialist, analyst, programmer, and technical and non-technical personnel. Collects and organizes information required for preparation of user manuals, training materials, installation guides, proposals, and reports. Edits functional descriptions, system specifications, user's manuals, special reports, or any other customer deliverables and documents. Maintains documentation library and configuration management of user manuals. Provides Web content development, including design, development, and content management.	Bachelors	1
20	IT Technical Writer II	Interprets technical documentation standards and prepares IT systems documentation accordingly. Duties include writing, editing, and graphic presentation of technical information provided by the user, specialist, analyst, programmer, and technical and non-technical personnel. Collects and organizes information required for preparation of user manuals, training materials, installation guides, proposals, and reports. Edits functional descriptions, system specifications, user's manuals, special reports, or any other customer deliverables and documents. Provides Web content development, including design, development, and content management.	Bachelors	3
21	IT Technical Writer III	Responsible for interpreting technical documentation standards and preparing IT systems documentation accordingly. Duties include writing, editing, and graphic presentation of technical information provided by the user, specialist, analyst, programmer, and technical and non-technical personnel. Collects and organizes information required for preparation of user manuals, training materials, installation guides, proposals, and reports. Edits functional descriptions, system specifications, user's manuals, special reports, or any other customer deliverables and documents. Provides Web content development, including design, development, and content management.	Bachelors	5
22	IT Training Specialist I	Assists in the research necessary to develop and revise training courses. Develops and revises these courses and prepares appropriate training catalogs. Prepares instructor materials (course outline, background material, and training aids). Prepares student materials (course manuals, workbooks, handouts, completion certificates, and course critique forms). Trains personnel by conducting formal classroom courses, workshops, and seminars.	Bachelors	1

	Labor Category	Description	Education	Minimum Years of Experience
23	IT Training Specialist II	Conducts the research necessary to develop and revise training courses and prepares appropriate training catalogs. Develops all instructor materials (course outline, background material, and training aids). Develops all student materials (course manuals, workbooks, handouts, completion certificates, and course critique forms). Trains personnel by conducting formal classroom courses, workshops, seminars, and/or computer based/computer aided training. Provides daily supervision and direction to staff. Demonstrated ability to communicate orally and in writing. Demonstrated ability to work independently or under only general direction.	Bachelors	3
24	IT User Support Specialist II	Acts as member of the customer service center and possesses in-depth knowledge of microcomputer hardware and software systems. Resolves user issues by performing tasks such as triaging calls, providing on site assistance, researching problems and questions, responding with answers or interventions, tracking calls, analyzing performance trends, and evaluating the quality of products, services, or systems.	Associates	0
25	IT User Support Specialist III	Acts as the senior member of the customer service center and possesses in-depth knowledge of microcomputer hardware and software systems. Performs assignments of moderately complex scope. Resolves user issues by performing tasks such as triaging calls, providing on site assistance, researching problems and questions, responding with answers or interventions, tracking calls, analyzing performance trends, and evaluating the quality of products, services, or systems. Develops escalation procedures from lower-level user support specialists. Acts as a resource on installation, implementation, and/or enhancement projects.	Associates	4

LABOR CATEGORY DESCRIPTIONS

Applicable to SINs 54151HEAL, 54151HEALRC

	Labor Category	Description	Education	Minimum Years of Experience
1	Health IT Application Developer II	Health IT-related computer programming, information systems development or a relevant Health IT technical discipline. Standards and policy development, research and analysis of Health IT system issues and trends, research and development in a technical discipline, and development of Health IT-information systems. Develop and provide technical and end-user training on Health IT computer application software.	Bachelors	2
2	Health IT Application Developer III	Health IT-related computer programming, information systems development or a relevant Health IT technical discipline. Standards and policy development, research and analysis of Health IT system issues and trends, research and development in a technical discipline, and development of Health IT-information systems. Develop and provide technical and end-user training on Health IT computer application software.	Bachelors	4
3	Health IT Human Factors Engineer II	Analyzes Health IT-related industry trends and findings and applies this state-of-the-art knowledge in devising strategies, evaluations, and redesigns to avoid or modify products that have negative impacts. Minimize impacts where products are essential. Visualize how design changes made to products affect the user. Devise ways to redesign products so that they won't harm or frustrate the user. Communicate human factor issues to the engineering team and to end users. Has a thorough understanding of all applicable standards.	Bachelors	5
4	Health IT Human Factors Engineer III	Analyzes Health IT-related industry trends and findings and applies this state-of-the-art knowledge in devising strategies, evaluations, and redesigns to avoid or modify products that have negative impacts. Minimize impacts where products are essential. Visualize how design changes made to products affect the user. Devise ways to redesign products so that they won't harm or frustrate the user. Communicate human factor issues to the engineering team and to end users. Has a thorough understanding of all applicable standards.	Bachelors	10

	Labor Category	Description	Education	Minimum Years of Experience
5	Health IT Program Manager I	Responsible for managing the day-to-day operations of the Health IT program and overall coordination, status reporting, and stability of complex and cross-functional project-oriented work efforts. Assist in developing the Health IT program strategy, supporting business case, and various program plans. Organizes resources to support multiple concurrent projects and assists in managing the execution of multiple concurrent projects. Ensures integration of project and adjusts scope, timing, and budget as needed. Establishes and implements Health IT-related program management processes and methodologies to ensure all projects are delivered on time, within budget, adhere to high quality standards, and meet customer expectations. Responsible for tracking key project milestones and adjusting program plans and/or resources. Delivers presentations and participates in client meetings.	Bachelors	5
6	Health IT Program Manager II	Responsible for managing the day-to-day operations of the Health IT program and overall coordination, status reporting, and stability of complex and cross-functional project-oriented work efforts. Develops Health IT program strategy, supporting business case, and various program plans. Organizes resources to support multiple concurrent projects and manages the execution of multiple concurrent projects. Ensures integration of project and adjusts scope, timing, and budget as needed. Establishes and implements Health IT-related program management processes and methodologies to ensure all projects are delivered on time, within budget, adhere to high quality standards, and meet customer expectations. Responsible for tracking key project milestones and adjusting program plans and/or resources. Delivers presentations and leads client meetings.	Bachelors	7

	Labor Category	Description	Education	Minimum Years of Experience
7	Health IT Program Manager III	Responsible for overall Health IT program management from inception to delivery and ensures that projects are implemented, developed, and delivered in a timely and fiscally responsible manner. Provides functional and technical leadership to engineering staff and guidance to management. Establishes metrics and ensures that quality assurance practices are implemented with regard to overall Health IT-related contracts. Develops and implements Health IT program improvement plans. Organizes resources to support multiple concurrent projects and manages the execution of multiple concurrent projects. Organizes, directs, and coordinates planning and production of all contract support activities. Conducts oral and written communications with all levels of management for planning and control of projects. Serves as the primary point of contact for Government Contracting Officer (CO), Contracting Officers Representative (COR), the Contracting Officers Technical Representative (COTR), Government management personnel, and customer agency representatives.	Bachelors	10
8	Health IT Project Manager I	Under the guidance of the Health IT Program Manager, Oversees various Health IT-related projects or project subtasks of a moderate complex nature. Responsible for assembling Health IT project teams, assigning individual responsibilities, identifying appropriate resources, and developing schedules. Familiar with the contract scope and Health IT project objectives, as well as the role and function of each team member in order to effectively coordinate the activities of the Health IT project team.	Bachelors	1
9	Health IT Project Manager II	Under the guidance of the Health IT Program Manager, is responsible for overall management of specific Health IT-related task order(s) and ensuring that technical solutions and schedules in the Health IT task order are implemented in a timely manner. Responsible for assembling Health IT project teams, assigning individual responsibilities, identifying appropriate resources, and developing schedules. Familiar with the contract scope and Health IT project objectives, as well as the role and function of each team member in order to effectively coordinate the activities of the Health IT project team.	Bachelors	3

	Labor Category	Description	Education	Minimum Years of Experience
10	Health IT Project Manager III	Serves as the leader of a delivery order and assists the Health IT Program Manager in working with the Government's Contracting Officer's Representative (COR), other Government management personnel, and customer agency representatives. Under the guidance of the Health IT Program Manager, is responsible for overall management of specific Health IT-related task order(s) and ensuring that technical solutions and schedules in the Health IT task order are implemented in a timely manner. Responsible for technical performance, cost, and schedule of Health IT- related projects and subtasks. Organizes, directs, and coordinates planning, execution, and evaluation of all Health IT project/technical support activities. Interfaces with customer representatives and management. Provides direction, establishes project management structure, develops work breakdown structures, allocates resources, and develops and maintains Health IT project schedules.	Bachelors	8
11	Health IT Software Engineer I	Works under close supervision, developing the requirements of a Health IT-related product from inception to conclusion. Develops required specifications for simple to moderate complex problems. Manages Health IT software development and support using formal specifications, data flow diagrams, and other accepted design techniques. Estimates software development costs and schedules. Conducts tests, debugs, and refines the computer software to produce the required Health IT product. Reviews existing Health IT programs and assists in making refinements, reducing operating time, and improving current techniques. Designs and prepares technical reports and documentation to record results.	Bachelors	2
12	Health IT Software Engineer II	Analyzes and studies complex Health IT-related system requirements and translates detailed design into computer software. Designs software tools and subsystems to support software reuse and domain analyses and manages their implementation. Manages Health IT software development and support using formal specifications, data flow diagrams, and other accepted design techniques. Estimates software development costs and schedules. Reviews existing Health IT programs and assists in making refinements, reducing operating time, and improving current techniques. Designs and prepares technical reports and documentation to record results. Supervises software configuration management.	Bachelors	4

	Labor Category	Description	Education	Minimum Years of Experience
13	Health IT Software Engineer III	Analyzes and studies complex Health IT-related system requirements and translates detailed design into Health IT computer software. Designs software tools and subsystems to support software reuse and domain analyses and manages their implementation. Manages Health IT-related software development and support using formal specifications, data flow diagrams, and other accepted design techniques. Estimates software development costs and schedules. Reviews existing Health IT programs and assists in making refinements, reducing operating time, and improving current techniques. Designs and prepares technical reports and documentation to record results. Supervises software configuration management.	Bachelors	6
14	Health IT Subject Matter Expert I	Serves as technical expert in supporting large Health IT projects related to the individual's subject matter expertise. Produces and/or reviews substantive and/or complex Health IT-related technical documentation reflecting detailed knowledge of technical areas as identified in the Health IT contract scope, statement of work, and project objectives.	Bachelors	5
15	Health IT Subject Matter Expert II	Serves as technical expert in supporting large Health IT projects related to the individual's subject matter expertise. Produces and/or reviews substantive and/or complex Health IT-related technical documentation reflecting detailed knowledge of technical areas as identified in the Health IT contract scope, statement of work, and project objectives.	Bachelors	7
16	Health IT Subject Matter Expert III	Serves as technical expert in supporting large Health IT projects related to the individual's subject matter expertise. Produces and/or reviews substantive and/or complex Health IT-related technical documentation reflecting detailed knowledge of technical areas as identified in the Health IT contract scope, statement of work, and project objectives.	Bachelors	10

Labor Category Pricing – Option Period 1

Applicable to the following SINS: 511210, 511210RC, 512110, 512110RC, 541330ENG, 541330ENGRC, 541430, 541430RC, 541511, 541511RC, 541611, 541611RC, 541612HC, 541612HCRC, 541613, 541613RC, 541690, 541690RC, 541810, 541810RC, 541820, 541820RC, 541850, 541850RC, 541910, 541910RC, 541922, 541922RC, 541990, 541990RC, 561110, 561110RC, 561920, 561920RC, 611420, 611420RC, 611430, 611430RC, 611430TD, 611430TDRC, 611430RC, 611710, 611710RC

Item	Awarded Labor Category	Site	Year 8 8/1/23-7/31/24	Year 9 8/1/24-7/31/25	Year 10 8/1/25-7/31/26
1	Business Architect	Both	$134.74	$138.11	$141.56
2	Business Process Engineer	Both	$153.85	$157.70	$161.64
3	Communications Products Specialist I	Both	$116.58	$119.50	$122.49
4	Communications Products Specialist II	Both	$148.05	$151.75	$155.55
5	Conference/Trade Show/Event Planner	Both	$119.61	$122.60	$125.66
6	Consultant III	Both	$315.45	$323.34	$331.42
7	Editor	Both	$113.67	$116.51	$119.43
8	Executive Safety Science Coach	Both	$140.32	$143.83	$147.43
9	Facilitator	Both	$118.10	$121.05	$124.07
10	Graphic Designer I	Both	$46.93	$48.11	$49.31
11	Graphic Designer II	Both	$56.11	$57.51	$58.95
12	Graphic Designer III	Both	$70.53	$72.29	$74.10
13	Information Management Specialist	Both	$127.18	$130.37	$133.62
14	Information Technology Specialist	Both	$127.18	$130.37	$133.62
15	Instructional Systems Designer I	Both	$116.21	$119.11	$122.10
16	Instructional Systems Designer II	Both	$138.21	$140.97	$143.79
17	Instructional Systems Designer III	Both	$162.96	$167.03	$171.20
18	Lean Six Sigma Specialist	Both	$148.05	$151.75	$155.55
19	Management Analyst I	Both	$118.10	$121.05	$124.07

Item	Awarded Labor Category	Site	Year 8 8/1/23-7/31/24	Year 9 8/1/24-7/31/25	Year 10 8/1/25-7/31/26
20	Management Analyst II	Both	$134.74	$138.11	$141.56
21	Management Consultant I	Both	$161.99	$166.04	$170.19
22	Management Consultant II	Both	$179.34	$183.83	$188.42
23	Maritime Training Specialist I	Both	$117.25	$120.18	$123.19
24	Maritime Training Specialist II	Both	$161.99	$166.04	$170.19
25	Maritime Training Specialist III	Both	$179.34	$183.83	$188.42
26	Process Improvement Specialist I	Both	$104.28	$106.89	$109.56
27	Process Improvement Specialist II	Both	$133.34	$136.68	$140.09
28	Process Improvement Specialist III	Both	$136.77	$140.18	$143.69
29	Program Analyst I	Both	$94.02	$96.36	$98.77
30	Program Analyst II	Both	$124.79	$127.91	$131.10
31	Program Analyst III	Both	$162.40	$166.46	$170.62
32	Program Manager I	Both	$161.99	$166.04	$170.19
33	Program Manager II	Both	$170.81	$175.08	$179.46
34	Program Manager III	Both	$179.34	$183.83	$188.42
35	Project Manager I	Both	$113.61	$116.45	$119.37
36	Project Manager II	Both	$117.25	$120.18	$123.19
37	Quality Management Specialist	Both	$111.11	$113.89	$116.75
38	Statistician I	Both	$127.18	$130.37	$133.62
39	Statistician II	Both	$148.05	$151.75	$155.55
40	Subject Matter Expert Change Implementation	Both	$148.05	$151.75	$155.55
41	Subject Matter Expert - Communications	Both	$148.05	$151.75	$155.55
42	Subject Matter Expert I	Both	$117.25	$120.18	$123.19
43	Subject Matter Expert II	Both	$161.99	$166.04	$170.19

Item	Awarded Labor Category	Site	Year 8 8/1/23-7/31/24	Year 9 8/1/24-7/31/25	Year 10 8/1/25-7/31/26
44	Subject Matter Expert III	Both	$179.34	$183.83	$188.42
45	Technical Writer I	Both	$98.17	$100.62	$103.14
46	Technical Writer II	Both	$113.67	$116.51	$119.43
47	Technical Writer/Editor I	Both	$45.82	$46.96	$48.14
48	Technical Writer/Editor II	Both	$51.58	$52.87	$54.20
49	Technical Writer/Editor III	Both	$77.39	$79.33	$81.31
50	Trainer/Training Specialist I	Both	$117.25	$120.18	$123.19
51	Trainer/Training Specialist II	Both	$161.99	$166.04	$170.19
52	Trainer/Training Specialist III	Both	$179.34	$183.83	$188.42
53	Training Performance Analyst I	Both	$117.25	$120.18	$123.19
54	Training Performance Analyst II	Both	$161.99	$166.04	$170.19
55	Training Performance Analyst III	Both	$179.34	$183.83	$188.42
56	LENS Business Analyst	Both	$50.81	$52.08	$53.38
57	LENS Client Service Associate	Both	$152.44	$156.25	$160.15
58	LENS Clinical Principal	Both	$597.03	$611.95	$627.25
59	LENS HRO Expert I	Both	$422.90	$433.47	$444.31
60	LENS HRO Expert II	Both	$497.52	$509.96	$522.71
61	LENS Principal	Both	$597.03	$611.95	$627.25
62	LENS Principal Managing Partner	Both	$621.91	$637.45	$653.39
63	LENS Program Supervising Director	Both	$422.90	$433.47	$444.31
64	LENS Technical/Analytical Support Director	Both	$298.51	$305.98	$313.63
65	LENS Technical/Analytical Support Manager	Both	$203.24	$208.32	$213.53
66	LENS Training Expert	Both	$323.39	$331.48	$339.76

Item	Awarded Labor Category	Site	Year 8 8/1/23-7/31/24	Year 9 8/1/24-7/31/25	Year 10 8/1/25-7/31/26
67	SCORE Analytics Expert	Both	$298.51	$305.98	$313.63
68	SCORE Business Analyst	Both	$50.81	$52.08	$53.38
69	SCORE Client Service Associate	Both	$152.44	$156.25	$160.15
70	SCORE HRO Director	Both	$422.90	$433.47	$444.31
71	SCORE HRO Manager	Both	$373.14	$382.47	$392.03
72	SCORE HRO Specialist	Both	$323.39	$331.48	$339.76
73	SCORE Principal Managing Partner	Both	$621.91	$637.45	$653.39
74	SCORE Program Supervising Director	Both	$422.90	$433.47	$444.31
75	SCORE Software Manager	Both	$298.51	$305.98	$313.63
76	SCORE Software Specialist	Both	$203.24	$208.32	$213.53
77	SCORE Technical Support Manager	Both	$298.51	$305.98	$313.63
78	SCORE Technical Support Specialist	Both	$203.24	$208.32	$213.53
79	SCORE User Provisioning/Mapping Director	Both	$298.51	$305.98	$313.63
80	SCORE User Provisioning/Mapping Manager	Both	$203.24	$208.32	$213.53

Labor Category Pricing – Option Period 1

SIN 54151S, 54151SRC, IT Professional Services

Item	Awarded Labor Category	Site	Year 8 8/1/23-7/31/24	Year 9 8/1/24-7/31/25	Year 10 8/1/25-7/31/26
1	IT Information Security Analyst I	Both	$89.33	$91.56	$93.85
2	IT Information Security Analyst II	Both	$103.06	$105.64	$108.28
3	IT Information Security Analyst III	Both	$158.03	$161.98	$166.03
4	IT Program Manager I	Both	$125.97	$129.12	$132.35
5	IT Program Manager II	Both	$160.33	$164.34	$168.45
6	IT Program Manager III	Both	$194.68	$199.55	$204.54
7	IT Project Manager I	Both	$114.52	$117.38	$120.31
8	IT Project Manager II	Both	$137.42	$140.86	$144.38
9	IT Project Manager III	Both	$166.05	$170.20	$174.46
10	IT Software Engineer I	Both	$103.06	$105.64	$108.28
11	IT Software Engineer II	Both	$114.52	$117.38	$120.31
12	IT Software Engineer III	Both	$148.87	$152.59	$156.40
13	IT Subject Matter Expert I	Both	$125.97	$129.12	$132.35
14	IT Subject Matter Expert II	Both	$160.33	$164.34	$168.45
15	IT Subject Matter Expert III	Both	$194.68	$199.55	$204.54
16	IT Systems Analyst I	Both	$89.33	$91.56	$93.85
17	IT Systems Analyst II	Both	$114.52	$117.38	$120.31
18	IT Systems Analyst III	Both	$158.03	$161.98	$166.03
19	IT Technical Writer I	Both	$74.44	$76.30	$78.21
20	IT Technical Writer II	Both	$85.88	$88.03	$90.23
21	IT Technical Writer III	Both	$97.34	$99.77	$102.26
22	IT Training Specialist I	Both	$74.44	$76.30	$78.21
23	IT Training Specialist II	Both	$91.61	$93.90	$96.25

Item	Awarded Labor Category	Site	Year 8 8/1/23-7/31/24	Year 9 8/1/24-7/31/25	Year 10 8/1/25-7/31/26
24	IT User Support Specialist II	Both	$71.00	$72.78	$74.60
25	IT User Support Specialist III	Both	$103.06	$105.64	$108.28

Labor Category Pricing – Option Period 1

SIN 54151HEAL, 54151HEALRC, Health IT Professional Services

Item	Awarded Labor Category	Site	Year 8 8/1/23-7/31/24	Year 9 8/1/24-7/31/25	Year 10 8/1/25-7/31/26
1	Health IT Application Developer II	Both	$89.33	$91.56	$93.85
2	Health IT Application Developer III	Both	$103.06	$105.64	$108.28
3	Health IT Human Factors Engineer II	Both	$143.15	$146.73	$150.40
4	Health IT Human Factors Engineer III	Both	$171.78	$176.07	$180.47
5	Health IT Program Manager I	Both	$125.97	$129.12	$132.35
6	Health IT Program Manager II	Both	$160.33	$164.34	$168.45
7	Health IT Program Manager III	Both	$194.68	$199.55	$204.54
8	Health IT Project Manager I	Both	$114.52	$117.38	$120.31
9	Health IT Project Manager II	Both	$137.42	$140.86	$144.38
10	Health IT Project Manager III	Both	$166.05	$170.20	$174.46
11	Health IT Software Engineer I	Both	$103.06	$105.64	$108.28
12	Health IT Software Engineer II	Both	$147.83	$151.53	$155.32
13	Health IT Software Engineer III	Both	$180.52	$185.03	$189.66
14	Health IT Subject Matter Expert I	Both	$125.97	$129.12	$132.35
15	Health IT Subject Matter Expert II	Both	$160.33	$164.34	$168.45
16	Health IT Subject Matter Expert III	Both	$194.68	$199.55	$204.54

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

Table of Education and Experience Substitution for All Labor Categories

EDUCATION SPECIFIED	EXPERIENCE SUBSTITUTION FOR EDUCATION
Doctorate	Master's degree and three years of experience, or eight years of experience.
Master's degree	Bachelor's degree and one-year experience, or five years of experience.
Bachelor's degree	Associate's degree and two years of experience, or no degree and four years of experience.
Associate's degree	High school diploma and two years of experience or two years technical school and no experience.
High school diploma	G.E.D.
EXPERIENCE SPECIFIED	EDUCATION SUBSTITUTION FOR EDUCATION
For each year of experience:	Equivalent of nine months of study in an accredited degree program (Associate's, Bachelor's, Master's, or Doctorate)