



**GENERAL SERVICES ADMINISTRATION
FEDERAL SUPPLY SERVICE
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST**

**Multiple Award Schedule
Category H – Professional Services
CONTRACT NUMBER: 47QRAA21D004M
CONTRACT PERIOD: 04/09/2021 through 04/08/2026**

CONTRACTOR: Greenman-Pedersen, Inc.
325 West Main Street
Babylon, NY 11702
Tel: (631) 587-5060
Web: www.gpinet.com

CONTRACT ADMINSTRATOR: Eric Thorkildsen, P.E.
Vice President Business Development
Tel: (518) 209-4823
ethorkildsen@gpinet.com

BUSINESS SIZE: Other-than Small

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.

For more information on ordering from Federal Supply Schedules go to the GSA Schedules page at GSA.gov

Contractor Information

- 1a. **TABLE OF AWARDED SPECIAL ITEM NUMBERS (SINs):**
- | | |
|-----------|-------------|
| 541330ENG | 541330ENGR |
| 541370GIS | 541370GISRC |
| 541620 | 541620RC |
| OLM | OLMRC |
- 1b. **LOWEST PRICED MODEL NUMBER AND PRICE FOR EACH AWARDED SIN:** *See Appendix A*
- 1c. **LABOR CATEGORY DESCRIPTIONS:** *See Appendix B*
2. **MAXIMUM ORDER THRESHOLD:** *\$1,000,000*
3. **MINIMUM ORDER THRESHOLD:** *\$100.00*
4. **GEOGRAPHIC COVERAGE:** *48 States, DC*
5. **POINT(S) OF PRODUCTION:** *United States*
6. **DISCOUNT FROM BEST MARKET RATE:** *GSA Net Prices can be found in Pricing Matrixes (below). Negotiated discounts have been applied and the Industrial Funding Fee has been added.*
7. **QUANTITY DISCOUNT(S):** *None*
8. **PROMPT PAYMENT TERMS:** *Net 30*
Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.
9. **FOREIGN ITEMS:** *None*
- 10a. **TIME OF DELIVERY:** *30 Days ARO*
- 10b. **EXPEDITED DELIVERY:** *Contact Contractor if Available*
- 10c. **OVERNIGHT AND 2-DAY DELIVERY:** *Contact Contractor if Available*
- 10d. **URGENT REQUIRMENTS:** *Agencies can contact the Contractor's representative to affect a faster delivery. Customers are encouraged to contact the Contractor for the purpose of requesting accelerated delivery.*
11. **FOB POINT:** *Destination*
- 12a. **ORDERING ADDRESS:** *Greenman-Pedersen, Inc.*
325 West Main Street
Babylon, NY 11702
- 12b. **ORDERING PROCEDURES:** *For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.*
13. **PAYMENT ADDRESS:** *Greenman-Pedersen, Inc.*
325 West Main Street
Babylon, NY 11702
14. **WARRANTY PROVISION:** *None*
15. **EXPORT PACKING CHARGES:** *None*

16. **TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR (IF APPLICABLE):** *Not Applicable*
17. **TERMS AND CONDITIONS OF INSTALLATION (IF APPLICABLE):** *Not Applicable*
- 18a. **TERMS AND CONDITIONS OF REPAIR PARTS INDICATING DATE OF PARTS PRICE LISTS AND ANY DISCOUNTS FROM LIST PRICES (IF AVAILABLE):** *Not Applicable*
- 18b. **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*
- 22a. **SPECIAL ATTRIBUTES SUCH AS ENVIRONMENTAL ATTRIBUTES (e.g. recycled content, energy efficiency, and/or reduced pollutants):** *Not Applicable*
- 22b. **SECTION 508 COMPLIANCE FOR ELECTRONIC AND INFORMATION TECHNOLOGY (EIT):** *N/A*
The EIT standards can be found at: www.Section508.gov/.
23. **DUNS NUMBER:** *065935132*
24. **NOTIFICATION REGARDING REGISTRATION IN SYSTEM FOR AWARD MANAGEMENT (SAM) DATABASE:**
Contractor has an active registration in the System for Award Management (SAM) database.

Appendix A – Price List

SIN	Labor Category	4/9/21 - 4/8/22	4/9/22 - 4/8/23	4/9/23 - 4/8/24	4/9/24 - 4/8/25	4/9/25 - 4/8/26
		Year 1	Year 2	Year 3	Year 4	Year 5
541330ENG 541370GIS 541620	Administrator I**	\$ 58.31	\$ 59.77	\$ 61.26	\$ 62.80	\$ 64.37
541330ENG 541370GIS 541620	Administrator II**	\$ 86.21	\$ 88.37	\$ 90.58	\$ 92.84	\$ 95.16
541330ENG 541370GIS 541620	Analyst I	\$ 53.27	\$ 54.61	\$ 55.97	\$ 57.37	\$ 58.80
541330ENG 541370GIS 541620	Analyst II	\$ 104.70	\$ 107.31	\$ 110.00	\$ 112.75	\$ 115.57
541330ENG 541370GIS 541620	Analyst III	\$ 122.43	\$ 125.49	\$ 128.63	\$ 131.85	\$ 135.14
541330ENG	Application Developer	\$ 113.33	\$ 116.17	\$ 119.07	\$ 122.05	\$ 125.10
541330ENG	CADD Operator I**	\$ 82.52	\$ 84.58	\$ 86.70	\$ 88.86	\$ 91.08
541330ENG	CADD Operator II**	\$ 91.42	\$ 93.71	\$ 96.05	\$ 98.45	\$ 100.92
541330ENG	CADD Operator III**	\$ 114.52	\$ 117.38	\$ 120.32	\$ 123.32	\$ 126.41
541330ENG	CADD Operator IV**	\$ 142.23	\$ 145.79	\$ 149.43	\$ 153.17	\$ 157.00
541620 541330ENG	Diver I**	\$ 71.29	\$ 73.07	\$ 74.90	\$ 76.77	\$ 78.69
541330ENG	Engineer I	\$ 120.60	\$ 123.62	\$ 126.71	\$ 129.88	\$ 133.12
541330ENG	Engineer II	\$ 155.92	\$ 159.82	\$ 163.81	\$ 167.91	\$ 172.11
541330ENG	Engineer III	\$ 166.45	\$ 170.61	\$ 174.87	\$ 179.25	\$ 183.73
541330ENG	Engineer IV	\$ 204.43	\$ 209.54	\$ 214.78	\$ 220.15	\$ 225.66
541620 541330ENG	Inspector I	\$ 54.00	\$ 55.35	\$ 56.74	\$ 58.15	\$ 59.61
541620 541330ENG	Inspector II	\$ 101.54	\$ 104.08	\$ 106.68	\$ 109.35	\$ 112.09
541620 541330ENG	Inspector III	\$ 137.96	\$ 141.41	\$ 144.95	\$ 148.57	\$ 152.29
541620 541330ENG	Inspector IV	\$ 146.90	\$ 150.58	\$ 154.34	\$ 158.20	\$ 162.15
541330ENG 541370GIS 541620	Project Manager I	\$ 78.19	\$ 80.14	\$ 82.14	\$ 84.20	\$ 86.30
541330ENG 541370GIS 541620	Project Manager II	\$ 128.06	\$ 131.26	\$ 134.54	\$ 137.91	\$ 141.35
541330ENG 541370GIS 541620	Project Manager III	\$ 165.06	\$ 169.18	\$ 173.41	\$ 177.75	\$ 182.19
541330ENG 541370GIS 541620	Project Manager IV	\$ 190.42	\$ 195.18	\$ 200.06	\$ 205.06	\$ 210.19
541330ENG 541370GIS 541620	Quality Assurance Manager I	\$ 97.20	\$ 99.63	\$ 102.12	\$ 104.67	\$ 107.29

SIN	Labor Category	4/9/21 - 4/8/22	4/9/22 - 4/8/23	4/9/23 - 4/8/24	4/9/24 - 4/8/25	4/9/25 - 4/8/26
		Year 1	Year 2	Year 3	Year 4	Year 5
541330ENG 541370GIS 541620	Quality Assurance Manager II	\$ 149.22	\$ 152.95	\$ 156.77	\$ 160.69	\$ 164.71
541330ENG 541370GIS 541620	Quality Assurance Manager III	\$ 184.72	\$ 189.34	\$ 194.07	\$ 198.92	\$ 203.89
541330ENG 541370GIS 541620	Quality Assurance Manager IV	\$ 200.44	\$ 205.45	\$ 210.59	\$ 215.85	\$ 221.25
541330ENG 541620	Scientist I	\$ 83.14	\$ 85.21	\$ 87.34	\$ 89.53	\$ 91.77
541330ENG 541620	Scientist II	\$ 121.80	\$ 124.85	\$ 127.97	\$ 131.17	\$ 134.45
541330ENG 541620	Scientist III	\$ 137.92	\$ 141.37	\$ 144.90	\$ 148.53	\$ 152.24
541330ENG 541620	Scientist IV	\$ 159.61	\$ 163.60	\$ 167.69	\$ 171.88	\$ 176.18
541330ENG 541620	Scientist V	\$ 187.00	\$ 191.68	\$ 196.47	\$ 201.38	\$ 206.42
541330ENG 541370GIS 541620	Subject Matter Expert I	\$ 147.05	\$ 150.72	\$ 154.49	\$ 158.35	\$ 162.31
541330ENG 541370GIS 541620	Subject Matter Expert II	\$ 181.44	\$ 185.98	\$ 190.63	\$ 195.39	\$ 200.28
541330ENG 541370GIS 541620	Subject Matter Expert III	\$ 249.67	\$ 255.91	\$ 262.31	\$ 268.87	\$ 275.59
541330ENG 541370GIS 541620	Subject Matter Expert IV	\$ 277.41	\$ 284.34	\$ 291.45	\$ 298.74	\$ 306.20
541330ENG 541370GIS	Survey/Mapping/GIS/Photogrammetry I	\$ 64.80	\$ 66.42	\$ 68.08	\$ 69.78	\$ 71.52
541330ENG 541370GIS	Survey/Mapping/GIS/Photogrammetry II	\$ 92.98	\$ 95.30	\$ 97.68	\$ 100.12	\$ 102.63
541330ENG 541370GIS	Survey/Mapping/GIS/Photogrammetry III	\$ 132.29	\$ 135.60	\$ 138.99	\$ 142.46	\$ 146.02
541330ENG 541370GIS	Survey/Mapping/GIS/Photogrammetry IV	\$ 156.58	\$ 160.50	\$ 164.51	\$ 168.62	\$ 172.84
541330ENG 541370GIS	Survey/Mapping/GIS/Photogrammetry V	\$ 206.20	\$ 211.36	\$ 216.64	\$ 222.06	\$ 227.61
541330ENG 541620	Technical Writer	\$ 88.88	\$ 91.10	\$ 93.38	\$ 95.71	\$ 98.11
541330ENG 541370GIS 541620	Technician I**	\$ 60.76	\$ 62.28	\$ 63.84	\$ 65.43	\$ 67.07
541330ENG 541370GIS 541620	Technician II**	\$ 73.60	\$ 75.44	\$ 77.33	\$ 79.26	\$ 81.24
541330ENG 541370GIS 541620	Technician III**	\$ 92.79	\$ 95.11	\$ 97.49	\$ 99.93	\$ 102.42

SCA Eligible Labor Category	SCA Equivalent code title	Wage determination no.
Administrator I	01312 SECRETARY II	15-4341
Administrator II	01020 ADMINISTRATIVE ASSISTANT	15-4341
CADD Operator I	30061 DRAFTER/CAD OPERATOR I	15-4341
CADD Operator II	30062 DRAFTER/CAD OPERATOR II	15-4341
CADD Operator III	30063 DRAFTER/CAD OPERATOR III	15-4341
CADD Operator IV	30064 DRAFTER/CAD OPERATOR IV	15-4341
Diver I	47041 DIVER TENDER	15-4341
Technician I	30081 ENGINEERING TECHNICIAN I	15-4341
Technician II	30083 ENGINEERING TECHNICIAN III	15-4341
Technician III	30085 ENGINEERING TECHNICIAN V	15-4341

*The Service Contract Labor Standards, formerly the Service Contract Act (SCA), apply to this contract and it includes SCLS applicable labor categories. Labor categories and fixed price services marked with a (**) in this pricelist are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCLS/SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e., nationwide).*

Appendix B – Labor Category Descriptions

Labor Category	Min Edu	Min Exp	Labor Category Description
Administrator I**	High School	3	<p>Handles differing situations, problems, and deviations in the work of the office according to the supervisor's general instructions, priorities, duties, policies, and program goals. Supervisor may assist secretary with special assignments.</p> <p>Duties include or are comparable to the following:</p> <ol style="list-style-type: none"> Screen telephone calls, visitors, and incoming correspondence; personally respond to requests for information concerning office procedures; determine which requests should be handled by the supervisor, appropriate staff member or other offices, prepare and sign routine non-technical correspondence in own or supervisor's name; Schedule tentative appointments without prior clearance. Make arrangements for conferences and meetings and assemble established background materials as directed. May attend meetings and record and report on the proceedings; Review outgoing materials and correspondence for internal consistency and conformance with supervisor's procedures; assure that proper clearances have been obtained, when needed; Collect information from the files or staff for routine inquiries on office program(s) or periodic reports, and refer non-routine requests to supervisor or staff; Explain to subordinate staff supervisor's requirements concerning office procedures, coordinate personnel and 12 administrative forms for the office and forwards for processing.
Administrator II**	Bachelors	0	<p>In addition to secretarial duties (filing, taking phone calls, scheduling appointments, making travel arrangements), this position will provide administrative support to executive staff with office management responsibilities to include budgeting, personnel records and payroll. The Administrative Assistant may be required to work independently on projects requiring research and preparation of briefing charts and other presentation materials.</p> <p>NICET III in lieu of Bachelors Degree is acceptable</p>
Analyst I	Associates	0	Efficiently and effectively interprets, analyzes and develops data analyses by leveraging data collection systems, research methodologies, and statistical techniques.
Analyst II	Associates	3	Efficiently and effectively interprets, analyzes and develops data analyses by leveraging data collection systems, research methodologies, and statistical techniques. Participates in meetings with management to assess and identify potential improvements. Assists with developing actionable initiatives for improving processes.
Analyst III	Bachelors	5	Efficiently and effectively interprets, analyzes and develops data analyses by leveraging data collection systems, research methodologies, and statistical techniques. Participates in meetings with management to assess and identify potential improvements. Assists management with developing actionable initiatives for improving processes, procedures, policies, and workflows.
Application Developer	Bachelors	2	Collaborates with team to identify specifications for application development. Transforms client requirements to quality functional applications and features. Performs integration and user experience testing. Updates and adds new features as necessary.
CADD Operator I**	High School	2	<p>This operator prepares drawings or computer models of simple, easily visualized structures, systems, parts or equipment from sketches or marked-up prints, selects appropriate templates/computer programs or uses a compass and other equipment needed to complete assignments. Drawings and models fit familiar patterns and present few technical problems. Supervisor provides detailed instructions on new assignments, gives guidance when questions arise, and reviews completed work for accuracy. Typical assignments include:</p> <ol style="list-style-type: none"> Revisions to the original drawings of a plumbing system by increasing pipe diameters. Drawing from sketches, the building floor plans, determining size, spacing and arrangement of freehand lettering according to scale. Drawing simple land profiles from predetermined structural dimensions and reduced survey notes. Tracing river basin maps and enters symbols to denote stream sampling locations, municipal and industrial waste discharges, and water supplies. Preparing a computer model of a room, building, structure from data, prints, photos.

Labor Category	Min Edu	Min Exp	Labor Category Description
CADD Operator II**	High School	3	<p>This operator prepares various drawings computer models of such units as construction projects or parts and assemblies, including various views, sectional profiles, irregular or reverse curves, hidden lines, and small or intricate details. Work requires use of most of the conventional drafting and CAD techniques and a working knowledge of the terms and procedures of the occupation. The Draft/CAD Operator II makes arithmetic computations using standard formulas. Familiar or recurring work is assigned in general terms. Unfamiliar assignments include information on methods, procedures, sources of information, and precedents to follow. Simple revisions to existing drawings or computer models may be assigned with a verbal explanation of the desired results. More complex revisions are produced from sketches, computer models or specifications that clearly depict the desired product. Typical assignments include:</p> <ol style="list-style-type: none"> Preparing several views of a simple gear system from a layout and manual references and obtaining dimensions and tolerances from manuals and by measuring the layout. Preparing and revising detail and design drawings for such projects as the construction and installation of electrical or electronic equipment, plant wiring, and the manufacture and assembly of printed circuit boards. Drawings typically include details of mountings, frames, guards, or other accessories; conduit layouts; or wiring diagrams indicating transformer sizes, conduit locations and mountings. Drawing base and elevation views, sections, and details of new bridges or other structures, revising complete sets of roadway drawings for highway construction projects, or preparing block maps, indicating water and sewage line locations.
CADD Operator III**	Bachelors	5	<p>This operator prepares complete sets of complex drawings or computer models that include multiple views, detail drawings, and assembly drawings. Drawings or models include complex design features that require considerable drafting skill to visualize and portray. Assignments regularly require the use of mathematical formulas to draw land contours or to compute weights, center of gravity, load capacities, dimensions, quantities of material, etc. The Draft/CAD Operator works from sketches, computer models, and verbal information supplied by an engineer, architect, or designer to determine the most appropriate views, detail drawings, and supplementary information needed to complete assignments. This operator selects required information from computer programs, and internet sites, precedents, manufacturers' catalogs, and technical guides. This operator independently resolves most of the problems encountered. Supervisor or design originator may suggest methods of approach or provide advice on unusually difficult problems. Typical assignments include:</p> <ol style="list-style-type: none"> Prepares complete sets of drawings of test equipment to be manufactured from layouts, models, or sketches. Several cross-sectional and subassembly drawings are required. From information supplied by the design originator and from technical handbooks and manuals, this operator describes dimensions, tolerances, fits, fabrication techniques, and standard parts to use in manufacturing the equipment. From electronic schematics, information as to maximum size, and manuals giving dimensions of standard parts, determines the arrangement and prepares drawing of printed circuit boards. From precedents, drafting standards, and established practices, prepares final construction drawings for floodgates, navigation locks, dams, bridges, culverts, levees, channel excavations, dikes and berms, prepares boring profiles, typical cross-sections, and land profiles; and delineates related topographical details as required. Prepares final drawings for street paving and widening or for water and sewer lines having complex trunk lines; reduces field notes and calculates true grades. From engineering designs, lays out plan, profile and detail appurtenances required; and notifies supervisor of conflicting details in design. <p>Excludes drafter performing work of similar difficulty to that described at this level but who provides support for a variety of organizations that have widely differing functions or requirements.</p>
CADD Operator IV**	Bachelors	7	<p>This operator works closely with design originators, preparing drawings or computer models of unusual, complex, or original designs that require a high degree of precision, performs unusually difficult assignments requiring considerable initiative, resourcefulness, and drafting expertise. This incumbent assures that anticipated problems in manufacture, assembly, installation, and operation are resolved by the drawing produced, exercises independent judgment in selecting and interpreting data based on knowledge of the design intent. Although working primarily as a drafter, this worker may occasionally interpret general designs prepared by others to complete minor details, may provide advice and guidance to lower level drafters or serve as coordinator and planner for large and complex drafting projects.</p>

Labor Category	Min Edu	Min Exp	Labor Category Description
Diver I**	High School	0	The Diver I helps Divers II & III into diving suit, inspects diving equipment, and maintains communications with submerged Diver by lifeline or telephone, helps Diver into suit equipped with hard-shell headpiece (helmet), breathing hose, belt and breast weights, and leaded feet. The Diver Tender examines equipment to insure no obstructions in air hose and communication line exist and that air pressure is in accordance with Diver's specifications, hands equipment to Diver and helps Diver into water. This incumbent attends lifeline and telephone to receive signals from Diver, such as tugs on lifeline and instructions on telephone, to pull in or let out lifeline and air hose, maintains check on time Diver is submerged, weather conditions,
Engineer I	Bachelors	0	Provides technical expertise in the preparation of engineering designs. Reads, analyzes and interprets complex documents.
Engineer II	Bachelors	2	Responsible for design, testing, and execution of client's engineering objectives. Strategizes effective solutions for complex demands. Develops diagrams and technical reports.
Engineer III	Bachelors	4	Responsible for design, testing, and execution of client's engineering objectives. Strategizes effective solutions for complex demands. Develops diagrams and technical reports. Ensures technical and regulatory requirements are met.
Engineer IV	Bachelors	12	Responsible for design, testing, and execution of client's engineering objectives. Strategizes effective solutions for complex demands. Develops diagrams and technical reports. Ensures technical and regulatory requirements are met. Supervises engineering team to ensure that projects are completed on time and within budget. Presents results to senior management.
Inspector I	Associates	0	Assists with the inspection of work of limited complexity on field projects and prepares daily inspection reports.
Inspector II	Associates	3	Inspects work of limited complexity on field projects and prepares daily inspection reports. Inspects and documents contractor operations; prepares daily reports; takes field measurements, performs field tests, performs calculations.
Inspector III	Bachelors	7	Supervises inspectors on projects that are small or of limited complexity and reports to Resident Engineer. Inspects and documents contractor operations; prepares daily and special reports; takes photos and field measurements; performs field tests.
Inspector IV	Bachelors	10	Supervises inspectors and ensures contract compliance with job specifications; reports to assistant resident engineer and resident engineer. Directs inspectors in the field; assigns field staff to tasks; monitors field- testing; deals directly with contractor supervisory staff.
Project Manager I	Associates	0	Assists with planning resources, activities, and meeting deadlines for simple and/or small scale projects. Provides clear direction to team, informing them of project standards and goals. Acts as a liaison with senior management, providing updates regarding project performance and timeline.
Project Manager II	Bachelors	0	Assists with planning resources, activities, and meeting deadlines for fairly complex projects. Provides clear direction to team, informing them of project standards and goals. Acts as a liaison with senior management, providing updates regarding project performance and timeline.
Project Manager III	Bachelors	5	Performs complex and/or multi-disciplined planning functions for client projects. Provides technical expertise in the preparation of studies and presentations. Responds effectively to sensitive inquiries, maintains cooperative relationships with the public and government employees, prepares and presents technical reports, has knowledge of current issues and trends, and plans/organizes comprehensive research studies. Performs risk assessments for each project milestone and closely monitors budget to avoid overruns.
Project Manager IV	Bachelors	15	Directs and coordinates a variety of professional disciplines to achieve goals of a highly complex project. Requires a high degree of competency in relevant field. Responsible for project planning, scheduling and reporting for specific projects. Develops and implements project QA/QC standards, and integrates diverse project elements. Monitors and guides staff in the production of project deliverables. Performs risk assessments for each project milestone and closely monitors budget to avoid overruns.
Quality Assurance Manager I	Associates	0	Ensures consistent and measurable performance objectives. Performs analysis of strategic plans; reviews productivity; identifies system improvements; audits and documents all milestones of a project's lifecycle; validates quality of deliverables and regulatory compliance.
Quality Assurance Manager II	Bachelors	4	Ensures consistent and measurable performance objectives. Performs analysis of strategic plans; reviews productivity; identifies system improvements; audits and documents all milestones of a project's lifecycle; validates quality of deliverables and regulatory compliance. Operates as a liaison between the Quality Assurance team and the supervisors of other departments to reiterate and implement existing quality control processes.

Labor Category	Min Edu	Min Exp	Labor Category Description
Quality Assurance Manager III	Bachelors	6	Ensures consistent and measurable performance objectives. Performs analysis of strategic plans; reviews productivity; identifies system improvements; audits and documents all milestones of a project's lifecycle; validates quality of deliverables and regulatory compliance. Has a thorough knowledge of department processes. Authorized to make day-to-day decisions within department and implement change of personnel objectives.
Quality Assurance Manager IV	Bachelors	8	Ensures consistent and measurable performance objectives. Performs analysis of strategic plans; reviews productivity; identifies system improvements; audits and documents all milestones of a project's lifecycle; validates quality of deliverables and regulatory compliance. Responsible for the design and implementation of policies and procedures to ensure that quality standards are met. Oversees testing of implemented processes. Supervises Quality Assurance team.
Scientist I	Bachelors	2	Works under the supervision of senior scientists providing the following services: collect, enter, and analyze data; assist with execution of field investigations and regulatory compliance; conducts quantitative analyses of data.
Scientist II	Bachelors	5	Works under the supervision of senior scientists providing the following services: collect, enter, and analyze data; assist with execution of field investigations and regulatory compliance; conducts quantitative analyses of data; prepares technical reports with documentation of analytical results, and provides recommendations based on those results.
Scientist III	Bachelors	7	Works under the supervision of senior scientists providing the following services: collect, enter, and analyze data; assist with execution of field investigations and regulatory compliance; conducts quantitative analyses of data; prepares technical reports with documentation of analytical results, and provides recommendations based on those results. Independently manages projects, provides some personnel supervision, plans and executes field investigations for scientific evaluations and regulatory compliance, and may also provide support as an individual researcher or technical specialist.
Scientist IV	Bachelors	10	Works under the supervision of senior scientists providing the following services: collect, enter, and analyze data; assist with execution of field investigations and regulatory compliance; conducts quantitative analyses of data; prepares technical reports with documentation of analytical results, and provides recommendations based on those results. Independently manages projects, provides some personnel supervision, plans and executes field investigations for scientific evaluations and regulatory compliance, and may also provide support as an individual researcher or technical specialist. Develops and implements well-designed scientific studies with appropriate documentation. Performs essential marketing and project management functions.
Scientist V	Bachelors	15	The most senior scientist is recognized as a technical expert in an area of specialization. Responsible for development and implementation of Quality Assurance/Quality Control protocols to ensure client satisfaction. Monitors budget performance. Oversees the professional development and evaluates performance of subordinate scientists. Develops revenue backlog through marketing and business development.
Subject Matter Expert I	Bachelors	4	Provides expert consulting, advisement, and resolution of complex issues in a particular area of expertise. Advanced knowledge of best practices as determined by industry experience and relevancy.
Subject Matter Expert II	Bachelors	6	Provides expert consulting, advisement, and resolution of complex issues in a particular area of expertise. Advanced knowledge of best practices as determined by industry experience and relevancy. Engages stakeholders in a variety of settings. Performs simulated demonstrations of outcome. Level of engagement is fairly complex.
Subject Matter Expert III	Bachelors	8	Provides expert consulting, advisement, and resolution of complex issues in a particular area of expertise. Advanced knowledge of best practices as determined by industry experience and relevancy. Engages stakeholders in a variety of settings. Performs simulated demonstrations of outcome. Level of engagement is complex and multifaceted.
Subject Matter Expert IV	Masters	10	Utilizes functional and/or subject matter area expertise gained through direct industry experience to assess the organizational, operational, and functional baseline for planning and engineering services. Works with senior government officials and executives to provide industry vision and strategic direction with regard to their enterprise. May serve as an expert to assist agencies in determining and engage a wide range of stakeholders, including local, state, and federal agencies. Guides the determination of systems, engineering, and business process inadequacies and deficiencies that affect the functional area's ability to support/meet organizational goals. Participates in strategy sessions, strategic assessments, and design reviews to validate enterprise approach and associated work products. Provides expert consulting, advisory expertise, and resolution of highly complex project and problems. Recognized for strong expertise and recognition in determining industry issues and trends.

Labor Category	Min Edu	Min Exp	Labor Category Description
Survey/Mapping/GIS/Photogrammetry I	High School	3	Under direct supervision or other designated staff and/or using detailed procedures and/or work instructions, performs simple and routine as well as some non-routine tasks on a project.
Survey/Mapping/GIS/Photogrammetry II	High School	7	Under general supervision and at times working independently, works on simple/routine and/or more complex assignments on a project in accordance with established procedures and takes action as necessary.
Survey/Mapping/GIS/Photogrammetry III	Bachelors	2	Working mostly independently, works on more complex assignments on a project in accordance with established procedures and takes action as necessary.
Survey/Mapping/GIS/Photogrammetry IV	Bachelors	5	Working independently, usually participates in one or more projects with limited authority for unsupervised technical and financial decisions and action.
Survey/Mapping/GIS/Photogrammetry V	Bachelors	10	Working independently, participates in multiple projects with authority for all technical and financial decisions and action as well as provide quality control and quality assurance.
Technical Writer	Bachelors	4	<p>The Technical Writer revises or writes standardized material for reports, manuals, briefs, proposals, instruction books, catalogs, and related technical and administrative publications concerned with work methods and procedures, and installation, operation, and maintenance of machinery and other equipment. This worker receives technical direction from supervisor or senior writer, notes or manuals containing operating procedures and details manufacturer's catalogs, drawings and other data relative to operation, maintenance, and service of equipment. This writer may have access to blueprints, sketches, drawings, parts lists, specifications, mockups, and product samples to integrate and delineate technology, operating procedure, and production sequence and detail.</p> <p>This worker organizes material and completes writing assignment according to set standards regarding order, clarity, conciseness, style, and terminology, may maintain records and files of work and revisions, select photographs, drawings, sketches, diagrams, and charts to illustrate material, assist in laying out material for publication arrange for typing, duplication and distribution of material; may assist in writing speeches, articles, and public or employee relations releases, and may specialize in writing material regarding work methods and procedures.</p>
Technician I**	High School	2	<p>This technician performs simple routine tasks under close supervision or from detailed procedures. Work is checked in progress or on completion. This person performs one or a combination of such typical duties as:</p> <ol style="list-style-type: none"> Assembling or installing equipment or parts requiring simple wiring, soldering, or connecting. Performing simple or routine tasks or tests such as tensile or hardness tests; operating and adjusting simple test equipment; records test data. Gathering and maintaining specified records of engineering data such as tests, drawings, etc.; performing computations by substituting numbers in specified formulas; plotting data and draws simple curves and graphs.
Technician II**	High School	4	<p>Performs assignments that are not completely standardized or prescribed, selects or adapts standard procedures or equipment, using fully applicable precedents, receives initial instructions, equipment requirements, and advice from supervisor or engineer as needed, performs recurring work independently. Work is reviewed for technical adequacy or conformity with instructions. This technician performs at this level one or a combination of such typical duties as:</p> <ol style="list-style-type: none"> Constructing components, subunits, or simple models or adapts standard equipment; may troubleshoot and correct malfunctions; Following specific layout and scientific diagrams to construct and package simple devices and subunits of equipment. Conducting various tests or experiments which may require minor modifications in test setups or procedures as well as subjective judgments in measurement, selecting, preparing, and operating standard test equipment and records test data; Extracting and compiling a variety of engineering data from field notes, manuals, lab reports, etc., processing data, identifying errors or inconsistencies, selecting methods of data presentation. Assisting in design modification by compiling data related to design, specifications, and materials that are pertinent to specific items of equipment or component parts; developing information concerning previous operational failures and modifications, and using judgment and initiative to recognize inconsistencies or gaps in data and seek sources to clarify information.

Labor Category	Min Edu	Min Exp	Labor Category Description
Technician III**	Bachelors	2	<p>This technician performs non-routine and complex assignments involving responsibility for planning and conducting a complete project of relatively limited scope or a portion of a larger and more diverse project, selects and adapts plans, techniques, designs, or layouts, contacts personnel in related activities to resolve problems and coordinate the work, reviews, analyzes, and integrates the technical work of others. Supervisor or professional engineer outlines objectives, requirements, and design approaches. Completed work is reviewed for technical adequacy and satisfaction of requirements. This incumbent may train and be assisted by lower level technicians, and performs one or a combination of the following:</p> <ul style="list-style-type: none"> a. Designs, develops, and constructs major units, devices, or equipment; conducts tests or experiments; analyzes results and redesigns or modifies equipment to improve performance; and reports results. b. From general guidelines and specifications (e.g., size or weight requirements), develops designs for equipment without critical performance requirements that are difficult to satisfy such as engine parts, research instruments, or special purpose circuitry. Analyzes technical data to determine applicability to design problems; selects from several possible design layouts; calculates design data; and prepares layouts, detailed specifications, parts lists, estimates, procedures, etc. May check and analyze drawings or equipment to determine adequacy of drawings and design. c. Plans or assists in planning tests to evaluate equipment performance. Determines test requirements, equipment modification, and test procedures; conducts tests using all types

Appendix C – Substitution Matrix

Labor Category	Min Edu	Min Exp	PhD	Masters	Bachelors	Associate	High School
Administrator I**	High School	3	0	0	0	1	3
Administrator II**	Bachelors	0	0	0	0	2	4
Analyst I	Associates	0	0	0	0	0	2
Analyst II	Associates	3	0	0	1	3	5
Analyst III	Bachelors	5	1	3	5	7	9
Application Developer	Bachelors	2	0	0	2	4	6
CADD Operator I**	High School	2	0	0	0	0	2
CADD Operator II**	High School	3	0	0	0	1	3
CADD Operator III**	Bachelors	5	1	3	5	7	9
CADD Operator IV**	Bachelors	7	3	5	7	9	11
Diver I**	High School	0	0	0	0	0	0
Engineer I	Bachelors	0	0	0	0	2	4
Engineer II	Bachelors	2	0	0	2	4	6
Engineer III	Bachelors	4	0	2	4	6	8
Engineer IV	Bachelors	12	8	10	12	14	16
Inspector I	Associates	0	0	0	0	0	2
Inspector II	Associates	3	0	0	1	3	5
Inspector III	Bachelors	7	3	5	7	9	11
Inspector IV	Bachelors	10	6	8	10	12	14
Project Manager I	Associates	0	0	0	0	0	2
Project Manager II	Bachelors	0	0	0	0	2	4
Project Manager III	Bachelors	5	1	3	5	7	9
Project Manager IV	Bachelors	15	11	13	15	17	19
Quality Assurance Manager I	Associates	0	0	0	0	0	2
Quality Assurance Manager II	Bachelors	4	0	2	4	6	8
Quality Assurance Manager III	Bachelors	6	2	4	6	8	10
Quality Assurance Manager IV	Bachelors	8	4	6	8	10	12
Scientist I	Bachelors	2	0	0	2	4	6
Scientist II	Bachelors	5	1	3	5	7	9
Scientist III	Bachelors	7	3	5	7	9	11
Scientist IV	Bachelors	10	6	8	10	12	14
Scientist V	Bachelors	15	11	13	15	17	19
Subject Matter Expert I	Bachelors	4	0	2	4	6	8
Subject Matter Expert II	Bachelors	6	2	4	6	8	10
Subject Matter Expert III	Bachelors	8	4	6	8	10	12
Subject Matter Expert IV	Masters	10	8	10	12	14	16
Survey/Mapping/GIS/Photogrammetry I	High School	3	0	0	0	1	3
Survey/Mapping/GIS/Photogrammetry II	High School	7	0	1	3	5	7
Survey/Mapping/GIS/Photogrammetry III	Bachelors	2	0	0	2	4	6
Survey/Mapping/GIS/Photogrammetry IV	Bachelors	5	1	3	5	7	9
Survey/Mapping/GIS/Photogrammetry V	Bachelors	10	6	8	10	12	14
Technical Writer	Bachelors	4	0	2	4	6	8
Technician I**	High School	2	0	0	0	0	2
Technician II**	High School	2	0	0	0	2	4
Technician III**	Bachelors	2	0	0	2	4	6