

GSA Engineering and Technical Services Federal Supply Schedule

Contractor's name: SRC, Inc.
Address: 7502 Round Pond Road
 North Syracuse, NY 13212-2510
Contract number: GS-00F-0019L
Contract period: April 1, 2001 through April 19, 2015
SINs Awarded: SIN CR425, Engineering and Technical Services

Corporate SIN	Old SINs
SIN - C R425 Engineering and Technical Services	SIN 871-1, Strategic Planning for Technology Programs/Activities
	SIN 871-2, Concept Development and Requirements Analysis
	SIN 871-3, System Design, Engineering and Integration
	SIN 871-4, Test and Evaluation
	SIN 871 5, Integrated Logistics Support
	SIN 871 6, Acquisition and Life Cycle Management

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Web site: www.srcinc.com
Business size: Not-for-Profit

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 searchable database system. The INTERNET address for GSA Advantage!™ is: <http://www.GSAAdvantage.gov>

For more information on ordering from Federal Supply Schedules, please click the following link:
<http://www.gsa.gov/Portal/gsa/ep/channelView.do?pageTypeId=8199&channelId=-13460>

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SPECIAL ITEM NUMBER (SIN) DESCRIPTIONS

871 1 Strategic Planning for Technology Programs/Activities

Strategic Planning for Technology Programs/Activities Services required under this SIN involve the definition and interpretation of high level organizational engineering performance requirements such as projects, systems, missions, etc., and the objectives and approaches to their achievement. Typical associated tasks include, but are not limited to an analysis of mission, program goals and objectives, requirements analysis, organizational performance assessment, special studies and analysis, training, and consulting.

871 2 Concept Development and Requirements Analysis

Services required under this SIN involve abstract or concept studies and analysis, requirements definition, preliminary planning, the evaluation of alternative technical approaches and associated costs for the development of enhancement of high level general performance specifications of a system, project, mission or activity. Typical associated tasks include, but are not limited to requirements analysis, cost/cost performance trade-off analysis, feasibility analysis, regulator compliance support, technology/system conceptual designs, training, and consulting.

871 3 System Design, Engineering and Integration

Services required under this SIN involve the translation of a system (or subsystem, program, project, activity) concept into a preliminary and detailed design (engineering plans and specifications), performing risk identification/analysis, mitigation, traceability, and then integrating the various components to produce a working prototype or model of the system. Typical associated tasks include, but are not limited to computer-aided design, design studies and analysis, high level detailed specification preparation, configuration, management and document control, fabrication, assembly and simulation, modeling, training, and consulting.

871 4 Test and Evaluation

Services required under this SIN involve the application of various techniques demonstrating that a prototype system (subsystem, program, project or activity) performs in accordance with the objectives outlined in the original design. Typical associated tasks include, but are not limited to testing of a prototype and first article(s) testing, environmental testing, independent verification and validation, reverse engineering, simulation and modeling (to test the feasibility of a concept), system, quality assurance, physical testing of the product system, training, and consulting.

871 5 Integrated Logistics Support

Services required under this SIN involves the analysis, planning and detailed design of all engineering specific logistics support including material goods, personnel, and operational maintenance and repair of systems throughout their lifecycles, excluding those systems associated with real property. Typical associated tasks include, but are not limited to ergonomic/human performance analysis, feasibility analysis, logistics planning, requirements determination, policy

standards/procedures development, long-term reliability and maintainability, training, and consulting.

871 6 Acquisition and Life Cycle Management

Services required under this SIN involve all of the planning, budgetary, contract and systems/program management functions required to procure and or/produce, render operational and provide life cycle support (maintenance, repair, supplies, engineering specific logistics) to (technology based) systems, activities, subsystems, projects, etc. Typical associated tasks include, but are not limited to operation and maintenance, program/project management, technology transfer/insertion, training and consulting.

CUSTOMER INFORMATION

1a. Table of Awarded Special Item Number(S)

SIN C R871 Professional Engineering Services

2. Maximum Order

<u>SIN</u>	<u>Maximum</u>
C R871	\$1,000,000

Note: Each Schedule contract has a maximum order threshold, which will vary by special item number. The maximum order threshold represents the point where, given the dollar value of the potential order, the ordering activity should seek a price reduction.

3. Minimum Order: \$100

4. Geographic Coverage: Worldwide.

5. Point(s) of Production: NA

6. Prices Shown: Net (discount deducted).

7. Quantity Discounts: NA

8. Prompt Payment Terms: Net 30 days.

9a. Government Purchase Cards: accepted at or below the micropurchase threshold.

9b. Government Purchase Cards: accepted above the micropurchase threshold.

10. Foreign Items: NA

11a. Time of Delivery (for Services)

SRC shall deliver or perform services in accordance with the terms negotiated in the agency's order. SRC shall not propose in excess of our standard commercial delivery or performance times to agencies without giving notice to the Ordering Officer of our intent to do so.

11b. Expedited Delivery: NA

11c. Overnight and 2-day Delivery: NA

11d. Urgent Requirements: NA

12. F.O.B. Point(s): NA

13a. Ordering Address: SRC, Inc.

Attn: Contracts Dept.
7502 Round Pond Road
Syracuse, NY 13212-2510

13b. Ordering Procedures

For products and services, the ordering procedures can be found at: FAR 8.4

Information on Blanket Purchase Agreements (BPAs) can be found at
<http://www.gsa.gov/Portal/gsa/ep/channelView.do?pageTypeId=17112&channelPage=/ep/channel/gsaOverview.jsp&channelId=-24732>

14. Payment Address: SRC, Inc.
Attn: Accounts Receivable
7502 Round Pond Road
Syracuse, New York 13212-2510

15. Warranty Provision

CONTRACTOR COMMITMENTS, WARRANTIES AND REPRESENTATIONS

a. For the purpose of this contract, commitments, warranties and representations include, in addition to those agreed to for the entire schedule contract:

- (1) Time of delivery/installation quotations for individual orders;
- (2) Technical representations and/or warranties of products concerning performance, total system performance and/or configuration, physical, design and/or functional characteristics and capabilities of a product/equipment/ service/software package submitted in response to requirements which result in orders under this schedule contract.
- (3) Any representations and/or warranties concerning the products made in any literature, description, drawings and/or specifications furnished by the Contractor.

b. The above is not intended to encompass items not currently covered by the GSA Schedule contract.

16. Statistical Data for Government Ordering Office Completion of Standard Form 279:

- Block 9: G. Order/Modification Under Federal Schedule
- Block 16: Data Universal Numbering System (DUNS) Number: 06-305-3771
- Block 30: Type of Contractor - G. Other Nonprofit Organization
- Block 31: Woman-Owned Small Business - NO
- Block 36: Contractor's Taxpayer Identification Number (TIN) 15.0589832
- 4a. CAGE Code: 28541
- 4b. Contractor has registered with the Central Contractor Registration Database.

17. USA Commitment to Promote Small Business Participation Procurement Programs

Preamble

SRC, Inc. provides commercial products and services to the Federal Government. We are committed to promoting participation of small, small disadvantaged and women-owned small businesses in our contracts. We pledge to provide opportunities to the small business community through reselling opportunities, mentor-protégé programs, joint ventures, teaming arrangements, and subcontracting.

COMMITMENT

- To actively seek and partner with small businesses.
- To identify, qualify, mentor and develop small, small disadvantaged and women-owned small businesses by purchasing from these businesses whenever practical.
- To develop and promote company policy initiatives demonstrating our support for awarding contracts and subcontracts to small business concerns.
- To undertake significant efforts to determine the potential of small, small disadvantaged and women-owned small business to supply products and services to our company.
- To insure procurement opportunities are designed to permit the maximum possible participation of small, small disadvantaged, and women-owned small businesses.
- To attend business opportunity workshops, minority business enterprise seminars, trade fairs, procurement conferences, etc., to identify and increase small businesses with whom to partner.
- To publicize in our marketing publications our interest in meeting small businesses that may be interested in subcontracting opportunities.
- We signify our commitment to work in partnership with small, small disadvantaged and women-owned small businesses to promote and increase their participation in Federal Government contracts. To accelerate potential opportunities please contact Gregory B. Wallis, Corporate Contracts Officer, SRC, Inc., phone number (315) 452-8980, fax number (315) 452-8100, or e-mail gsa@srcinc.com.

18. Liability for Injury or Damage

The Contractor shall not be liable for any injury to Government personnel or damage to Government property arising from the use of equipment maintained by the Contractor, unless such injury or damage is due to the fault or negligence of the Contractor.

19. Basic Guidelines for Using “Contractor Team Arrangements”

Federal Supply Schedule Contractors may use “Contractor Team Arrangements” (see FAR 9.6) to provide solutions when responding to a customer agency requirements. These Team Arrangements can be included under a Blanket Purchase Agreement (BPA). BPAs are permitted under all Federal Supply Schedule contracts.

Orders under a Team Arrangement are subject to terms and conditions or the Federal Supply Schedule

Contract. Participation in a Team Arrangement is limited to Federal Supply Schedule Contractors. Customers should refer to FAR 9.6 for specific details on Team Arrangements.

Here is a general outline on how it works:

- The customer identifies their requirements.
- Federal Supply Schedule Contractors may individually meet the customers needs, or -
- Federal Supply Schedule Contractors may individually submit a Schedules “Team Solution” to meet the customer’s requirement.
- Customers make a best value selection.

20. Trade Agreements Act of 1979, As Amended

All items are U.S. made end products, designated country end products, Caribbean Basin country end products, Canadian end products, or Mexican end products as defined in the Trade Agreements Act of 1979, as amended.

21. Federal Information Technology/Telecommunication Standards Requirements:

Federal departments and agencies acquiring products from this Schedule must comply with the provisions of the Federal Standards Program, as appropriate (reference: NIST Federal Standards Index). Inquiries to determine whether or not specific products listed herein comply with Federal Information Processing Standards (FIPS) or Federal Telecommunication Standards (FED-STDS), which are cited by ordering offices, shall be responded to promptly by the Contractor.

22. Federal Information Processing Standards Publications (FIPS PUBS)

Information Technology products under this Schedule that do not conform to Federal Information Processing Standards (FIPS) should not be acquired unless a waiver has been granted in accordance with the applicable "FIPS Publication." Federal Information Processing Standards Publications (FIPS PUBS) are issued by the U.S. Department of Commerce, National Institute of Standards and Technology (NIST), pursuant to National Security Act. Information concerning their availability and applicability should be obtained from the National Technical Information Service (NTIS), 5285 Port Royal Road, Springfield, Virginia 22161. FIPS PUBS include voluntary standards when these are adopted for Federal use. Individual orders for FIPS PUBS should be referred to the NTIS Sales Office, and orders for subscription service should be referred to the NTIS Subscription Officer, both at the above address, or telephone number (703) 487-4650.

23. Federal Telecommunication Standards (FED-STDS)

Telecommunication products under this Schedule that do not conform to Federal Telecommunication Standards (FED-STDS) should not be acquired unless a waiver has been granted in accordance with the applicable "FED-STD." Federal Telecommunication Standards are issued by the U.S. Department of Commerce, National Institute of Standards and Technology (NIST), pursuant to National Security Act. Ordering information and information concerning the availability of FED-STDS should be obtained from the GSA, Federal Supply Service, Specification Section, 470 East L’Enfant Plaza, Suite 8100, SW, Washington, DC 20407, telephone number (202)619-8925. Please include a self-addressed mailing label when requesting information by mail. Information concerning their applicability can be obtained by writing or calling the U.S. Department of Commerce, National Institute of Standards and Technology, Gaithersburg, MD 20899, telephone number (301)975-2833.

24. Overseas Activities

The terms and conditions of this contract shall apply to all orders for installation, maintenance, and repair of equipment in areas listed in the price list outside the 48 contiguous states and the District of Columbia, except as indicated below:

Upon request of the Contractor, the Government may provide the Contractor with logistics support, as available, in accordance with all applicable Government regulations. Such Government support will be provided on a reimbursable basis, and will only be provided to the Contractor's technical personnel whose services are exclusively required for the fulfillment of the terms and conditions of this contract.

25. Purchase of Incidental, Non-Schedule Items

For administrative convenience, open market (non-contract) items may be added to a Federal Supply Schedule Blanket Purchase Agreement (BPA) or an individual order, provided that the items are clearly labeled as such on the order, all applicable regulations have been followed, and price reasonableness has been determined by the ordering activity for the open market (non-contract) items.

CONTRACT LABOR HOUR RATES

SRC, INC. GSA PROFESIONAL ENGINEERING SERVICES (SIN CR425) CONTRACT LABOR HOUR RATES ¹					
<i>SIN CR425 (PES)</i>	<i>Year 11</i>	<i>Year 12</i>	<i>Year 13</i>	<i>Year 14</i>	<i>Year 15</i>
<i>Labor Category</i>	<i>4-20-2010</i>	<i>4-20-2011</i>	<i>4-20-2012</i>	<i>4-20-2013</i>	<i>4-20-2014</i>
	<i>4-19-2011</i>	<i>4-19-2012</i>	<i>4-19-2013</i>	<i>4-19-2014</i>	<i>4-19-2015</i>
Administrative Support	\$40.21	\$41.42	\$42.66	\$43.94	\$45.26
Engineer (Associate)	\$90.17	\$92.88	\$95.66	\$98.53	\$101.49
Engineer	\$103.93	\$107.05	\$110.26	\$113.57	\$116.97
Engineer (Senior)	\$126.62	\$130.42	\$134.33	\$138.36	\$142.51
Engineer (Lead)	\$151.11	\$155.64	\$160.31	\$165.12	\$170.08
Engineer (Principal)	\$174.33	\$179.56	\$184.95	\$190.50	\$196.21
Engineer (Sr. Principal)	\$199.84	\$205.84	\$212.01	\$218.37	\$224.92
Engineering Support Staff (Associate)	\$62.10	\$63.96	\$65.88	\$67.86	\$69.89
Engineering Support Staff	\$78.27	\$80.62	\$83.04	\$85.53	\$88.09
Subject Matter Expert 1	\$162.10	\$166.96	\$171.97	\$177.13	\$182.44
Subject Matter Expert 2	\$191.27	\$197.01	\$202.92	\$209.01	\$215.28
Subject Matter Expert 3	\$226.38	\$233.17	\$240.17	\$247.37	\$254.79
Engineering Technician	\$65.89	\$67.87	\$69.90	\$72.00	\$74.16
Engineering Technician (Intermediate)	\$75.79	\$78.06	\$80.41	\$82.82	\$85.30
Engineering Technician (Senior)	\$90.17	\$92.88	\$95.66	\$98.53	\$101.49
Senior Project Manager	\$177.13	\$182.44	\$187.92	\$193.55	\$199.36
Program Manager	\$199.71	\$205.70	\$211.87	\$218.23	\$224.78

¹ Prices shown are net (discount deducted)

SRC ENGINEERING AND TECHNICAL SERVICES LABOR CATEGORY DESCRIPTIONS

ADMINISTRATIVE SUPPORT

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

MINIMUM EXPERIENCE: This position requires up to 2 years of work experience. (See Note.)

MINIMUM EDUCATION: High school diploma or equivalent. (See Note.)

ENGINEER (ASSOCIATE)

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

MINIMUM EXPERIENCE: This position requires up to 2 years of work experience. (See Note.)

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

ENGINEER

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

MINIMUM EXPERIENCE: This position requires 3 or more years of work experience. (See Note.)

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

ENGINEER (SENIOR)

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

MINIMUM EXPERIENCE: This position requires 6 or more years of work experience. (See Note.)

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

ENGINEER (LEAD)

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

MINIMUM EXPERIENCE: This position requires 10 or more years of work experience. (See Note.)

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

ENGINEER (PRINCIPAL)

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

MINIMUM EXPERIENCE: This position requires 10 or more years of work experience. (See Note.)

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

ENGINEER (SR. PRINCIPAL)

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

MINIMUM EXPERIENCE: This position requires 10 or more years of work experience. (See Note.)

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

ENGINEERING SUPPORT STAFF (ASSOCIATE)

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

MINIMUM EXPERIENCE: This position requires up to 3 years of work experience. (See Note.)

MINIMUM EDUCATION: Bachelor's degree or equivalent in a professional specialty such as business administration, marketing, accounting, finance, graphic design, or human resource management. (See Note.)

ENGINEERING SUPPORT STAFF

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

MINIMUM EXPERIENCE: This position requires 4 or more years of work experience. (See Note.)

MINIMUM EDUCATION: Bachelor's degree or equivalent in a professional specialty such as business administration, marketing, accounting, finance, graphic design, or human resource management. (See Note.)

SUBJECT MATTER EXPERT 1

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

MINIMUM EXPERIENCE: This position requires 5 or more years of work experience. (See Note.)

MINIMUM EDUCATION: Bachelor's degree or equivalent in Engineering, Science, or other related field. (See Note.)

SUBJECT MATTER EXPERT 2

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

MINIMUM EXPERIENCE: This position requires 10 or more years of work experience. (See Note.)

MINIMUM EDUCATION: Bachelor's degree or equivalent in Engineering, Science, or other related field. (See Note.)

SUBJECT MATTER EXPERT 3

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

MINIMUM EXPERIENCE: This position requires 15 or more years of work experience. (See Note.)

MINIMUM EDUCATION: Bachelor's degree or equivalent in Engineering, Science, or other related field. (See Note.)

ENGINEERING TECHNICIAN

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

MINIMUM EXPERIENCE: This position requires 3 or more years of work experience. (See Note.)

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

ENGINEERING TECHNICIAN (INTERMEDIATE)

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

MINIMUM EXPERIENCE: This position requires 6 or more years of work experience. (See Note.)

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

ENGINEERING TECHNICIAN (SENIOR)

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

MINIMUM EXPERIENCE: This position requires 10 or more years of work experience. (See Note.)

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

SENIOR PROJECT MANAGER

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

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

MINIMUM EDUCATION: Bachelor's degree or equivalent in an engineering discipline or business administration. (See Note.)

PROGRAM MANAGER

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

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

MINIMUM EDUCATION: Bachelor's degree or equivalent in an engineering discipline or business administration. (See Note.)

Note -- The following clarification applies to all labor categories.

- A general educational development credential or vocational degree can be substituted for a high school diploma.
- A degree can be substituted for minimum years of experience. An associate's degree can be substituted for two years experience, a bachelor's degree can be substituted for four years experience, a master's degree can be substituted for three years of experience, and a doctorate can be substituted for five years of experience.
- Five years of experience in a specialized area may be substituted for minimum education requirements.
- Certification in a specialized field that does not have traditional educational experience can be substituted for any educational requirements, commensurate with the certification and years of experience.
- SRC may substitute between equivalent experience and education in order to provide the quality of services required by the client.

TERMS AND CONDITIONS APPLICABLE TO ENGINEERING AND TECHNICAL SERVICES

GSA multiple award schedule contracts are awarded in accordance with the provisions of Federal Acquisition Regulation Part 12—Acquisition of Commercial Items. To the maximum extent practicable, GSA multiple award schedule contracts include only those clauses and terms and conditions, either required to implement provisions of law or executive orders applicable to the acquisition of commercial items, or determined to be consistent with customary commercial practice. Ordering agencies may incorporate provisions in their task orders that are essential to their specific requirements (i.e., security, hazardous material handling, key personnel, etc.), provided they do not conflict with the terms and conditions of the contract. These provisions, when required, must be included in the individual task order, and any costs necessary to comply with the provision(s) will be included in the task order proposal price estimate, unless otherwise prohibited by law.