



Ocean Associates, Inc.

Professional Consulting, Management & Technology Strategies

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GENERAL SERVICES ADMINISTRATION

Federal Acquisition Service

Authorized Federal Supply Schedule Price List

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

<http://www.GSAAdvantage.gov> .

Schedule for - Professional Services Schedule (PSS)

Federal Supply Group: FCO00CORP

Contract Number: GS-10F-0567P

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

Contract Period: September 07, 2004 through September 06, 2019

Contractor: Ocean Associates, Incorporated (OAI)
Also known as – OAI Consulting
4007 N. Abingdon Street
Arlington, VA 22207 2920

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Contract Administration: John T. Everett

Business Size: Small Business



CUSTOMER INFORMATION:

1a. Table of Awarded Special Item Numbers:

SIN	Recovery	SIN Description
871-1	871-1RC	Engineering - Strategic planning for Technology Programs/Activities
874-1	874-1RC	MOBIS - Integrated Consulting Services
874-6	874-6RC	MOBIS - Acquisition Management Support
874-7	874-7RC	MOBIS - Integrated Business Program Support Services
899-1	899-1RC	Environmental Consulting Services
899-3	899-3RC	Environmental Training Services
899-7	899-7RC	Geographic Information Systems (GIS) Services

Mission Oriented Business Integrated Services (MOBIS)

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract.

Please see price list below for details

1c. 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.

Please see price list below for details

- 2. Maximum Order:** \$1,000,000.00
- 3. Minimum Order:** \$100.00
- 4. Geographic Coverage (delivery Area):** Domestic Only
- 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). Please see price list below for details
- 7. Quantity discounts:** None Offered
- 8. Prompt payment terms:** Net 30 days
- 9a. Notification that Government purchase cards are accepted up to the micro-purchase threshold:** Yes



- 9b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold: No
10. Foreign items (list items by country of origin): None
- 11a. Time of Delivery (Contractor insert number of days): Specified on the Task Order
- 11b. Expedited Delivery. The Contractor will insert the sentence “Items available for expedited delivery are noted in this price list.” under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery: Contact Contractor
- 11c. Overnight and 2-day delivery. The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: Contact Contractor
- 11d. Urgent Requirements. The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery: Contact Contractor
12. F.O.B Points(s): Destination
- 13a. Ordering Address(es): Same as Contractor
- 13b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s), and a sample BPA can be found at <http://www.gsa.gov/schedules-ordering>
14. Payment address(es): Same as company address
15. Warranty provision: Contractor’s standard commercial warranty.
16. Export Packing Charges (if applicable): N/A
17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level): Contact Contractor
18. Terms and conditions of rental, maintenance, and repair (if applicable): N/A
19. Terms and conditions of installation (if applicable): N/A
20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): N/A
- 20a. Terms and conditions for any other services (if applicable): N/A



21. **List of service and distribution points (if applicable):** N/A
22. **List of participating dealers (if applicable):** N/A
23. **Preventive maintenance (if applicable):** N/A
- 24a. **Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:** N/A
- 24b. **If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contactor's website or other location.) The EIT standards can be found at: www.Section508.gov/.** N/A
25. **Data Universal Numbering System (DUNS) number:** 129300799
26. **Notification regarding registration in Central Contractor Registration (CCR) database- now known as System for Award Management (SAM):** Registered

Ocean Associates, Inc. has been awarded SINs 871-1, 874-1, 874-6, 874-7, 899-1, 899-3, 899-7 within FCO00CORP.

871-1: Professional Engineering - 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, program evaluations, analysis of program effectiveness, requirements analysis, organizational performance assessment, special studies and analysis, training, and consulting.

874-1: MOBIS - Integrated Consulting Services: Contractors shall provide expert advice and assistance in support of an agency's mission-oriented business functions. Services covered by this SIN include: Management or strategy consulting, including research, evaluations, studies, analyses, scenarios/simulations, reports, business policy and regulation development assistance and strategy formulation.

* Facilitation and related decision support services

* Survey services, using a variety of methodologies, including survey planning, design, and development; survey administration; data validation and analysis; reporting, and stakeholder briefings

* Advisory and assistance services in accordance with FAR 37.203

874-6: MOBIS - Acquisition Management Support: Acquisition Management Support: Contractors shall provide professional support services to agencies in conducting federal acquisition management activities. Services covered by this SIN are: acquisition planning



assistance, including market research and recommending procurement strategy: acquisition document development, including cost/price estimates, quality assurance surveillance plans, statements of work, synopses, solicitations, price negotiation memoranda, etc.: expert assistance in supporting proposal evaluations, including price/cost analysis or technical proposal analysis: contract administration support services, including assistance with reviewing contractor performance, developing contract modifications, and investigating reports of contract discrepancies: contract close-out assistance; Competitive Sourcing support, including OMB Circular A-76 studies, strategic sourcing studies, privatization studies, public-private partnerships, and Federal Activities Inventory Reform (FAIR) Act studies.

874-7: MOBIS - Integrated Business Program Support Services: Contractors shall provide services to assist agencies in managing their mission-oriented business projects or programs and achieving mission performance goals. Services covered by this SIN include:

- * All phases of program or project management, from planning to closeout.
- * Operational/administrative business support services in order to carry out program objectives.

899-1: Environmental Consulting Services. The services include, but are not limited to: Planning and Documentation Services for the development, planning, facilitation, coordination, and documentation of and/or for environmental initiatives (or mandates such as Executive Order 13423) in areas of chemical, radiological, and/or hazardous materials; ISO 14001 Environmental Management System (EMS) and sustainable performance measure development; Environmental Assessment (EA) and Environmental Impact Statement (EIS) preparation under the National Environmental Policy Act (NEPA); Endangered species, wetland, watershed, and other natural resource management plans; Archeological and/or cultural resource management plans; Environmental program and project management; Environmental regulation development; Economic, technical and/or risk analysis; other environmentally related studies and/or consultations; Homeland Security solutions that include Biochemical protection; Crime prevention through environmental design surveys (CPTED); Economical, technical and/or risk analysis; Identification and mitigation of threats inclusive of protective measures to mitigate the threats; and Vulnerability assessments. Compliance Services such as review, audit, and implementation/management of EMS and other compliance and contingency plans and performance measures; Permitting; Spill prevention/control and countermeasure plans; Pollution prevention surveys; and Community Right to-Know Act reporting. Advisory Services for ongoing advice and assistance with data and information in support of agency environmental programs involving areas such as Hazardous material spills; Material safety data sheets (MSDS), Biological/medical data sheets; Information hotlines; Poison control hotlines; Environmental regulations and environmental policy/procedure updates; Management, furnishing, or inventory of MSDS. Waste Management Consulting Services to provide guidance in support of waste-related data collection, feasibility studies and risk analyses; Resource Conservation and Recovery Act/Comprehensive Environmental Response Compensation and Liability Act (RCRA/CERCLA) site investigations; Hazardous



and/or non-hazardous exposure assessments; Waste characterization and source reduction studies; Review and recommendation of waste tracking or handling systems; Waste management plans and/or surveys; Waste minimization/pollution prevention initiatives; and Review of technologies and processes impacting waste management.

899-3: Environmental Training Services - This SIN is designed to aid agencies in training personnel in a variety of environmentally related subjects in order to meet Federal mandates and Executive Orders. Environmentally related training can be conducted on- or off-site using standard off-the-shelf, customized, or computer/web-based interactive courses. Examples of environmental training courses include: Air/blood borne pathogens; Asbestos awareness; Environmental management planning and operations and maintenance (O&M) planning; Asbestos Hazard Emergency Response Act (AHERA); Compliance with environmental laws/regulations; Comprehensive Environmental Response Compensation and Liability Act (CERCLA); Confined space training; Electronics management; Emergency response plans; Environmental audits, awareness, compliance, and management; Fire preparedness training; First responder; Hazardous materials and waste (HAZMAT) training to include compliance, operation, packaging, handling, generators, and incident response; Hazardous waste operations and emergency response (HAZWOPER) training inclusive of transportation, storage and disposal; ISO 14001 Environmental Management Systems (EMS); Lead training to include awareness, inspecting, assessing, rehabilitation, and renovation; Mold (abatement, assessment); National Environmental Policy Act (NEPA); Natural habitat preservation; Occupational Safety and Health Administration (OSHA); Pollution prevention; Public fire safety education; Resource Conservation and Recovery Act (RCRA); Sustainable environmental practices; Water conservation; and Wetlands regulation and permitting.

899-7: Geographic Information Systems (GIS) Services. Provides GIS services in support of environmental programs. Services include, but are not limited to: Creation/enforcement of environmental legislation; Cultural resource GIS (CRGIS); Environmental cost assessment; Environmental impact analyses; Environmental regulatory compliance; Groundwater monitoring; Growth forecast modeling; Habitat conservation plans; Habitat modeling; Image analysis support for emergency response; Mapping, Cartography and Mashups (e.g., combining data from more than one source into a single integrated tool); Migration pattern analysis; Natural resource planning; Remote sensing for environmental studies; Terrestrial, marine, and/or atmospheric measuring/management; Vegetation mapping; and Watershed characterization for mitigation planning.



Background and Capabilities of OAI

Ocean Associates, Inc. provides professional consulting services to private firms, governments and UN agencies, and non-governmental organizations (NGOs). Our expertise is very broad and includes all types of acquisition support, general science and engineering support, and multiple types of office support – ranging from strategic planning and logistics to administrative and budget support as well as receptionist duties in all fields. We have special capabilities in ocean, coastal, and fisheries science, economics, regulations, history and issues. Our experts couple diverse work experiences as scientists, engineers and senior managers with exceptional educational backgrounds and contacts throughout the USA and the globe. The Senior Associates are professionals who have worked together over decades and have joined forces to work as a team to provide professional consulting services. They each have over 30 years of experience in conducting scientific, engineering and management projects throughout the world. Their education and work experiences are described on our Ocean Associates, Inc. web site. Additional senior and junior personnel and outside staff are quickly available to provide specialized skills or additional support. These people will be brought on board a task through direct employment or through sub-contracts. Many are well known to the Senior Associates who have served as their supervisors, colleagues, or employees in past or existing working relationships. Teams can be fielded quickly, anywhere, to provide staffing or to do analyses, plans, evaluations, outreach and reports on:

- Science and engineering projects of all types
- All elements of organizational administration and management: Planning, Organizing, Staffing, Directing, Coordinating, Reviewing and Budgeting
- Commercial and Recreational fisheries research and stewardship
- Aquaculture: freshwater and marine
- Issues in aquatic ecosystems: e.g., pollution, climate change, disease
- Ocean issues, remote sensing, oceanography, coordination, jurisdiction
- Protected fish, mammals, and turtles research, conservation and management
- Fisheries in developing nations: research, development, and management
- Planning and evaluation of Environmental Projects
- Research vessels and facilities: specifications, design, construction oversight and phase-in
- Marine sanctuaries, preserves, and other protected areas and resources

Capabilities include:

- Acquisition support from market research to contract award
- Professional engineering services - from identification of needs to oversight and delivery
- Strategic planning and evaluation from the program level to Agency and Department level
- Legislative affairs: from drafting legislation to coordinating and tracking progress
- Organization and preparation of studies, status reviews, and symposium reports
- Project identification, management, logistics and/or oversight
- Reviews of programs, plans, or problems and report preparation
- Analyses, need assessments, tactical and strategic plans, budget recommendations, reports
- Attendance at meetings to gather information, make contacts, and represent the client
- Provision of secretariat services to treaty conventions, associations, or similar groups



- Review of web-sites for adequacy, consistency, rule compliance, currency, function
- Arranging payment to domestic and international collaborators
- Workshops and training in office information technology, NEPA, and human relations issues
- Sector studies and development planning
- Literature reviews
- Education and outreach
- Preparation of grant applications and budget requests
- Workshop and seminar planning and administration
- Development of materials and training of environmental staff in environmental procedures
- Development and application of GIS approaches to societal and environmental issues

Recent projects with clients of OAI or its Senior Associates include those listed below.

Additional projects can be viewed on the OAI website at <http://www.OAIConsulting.com>:

- Provide acquisition office support (NOAA).
- Pacific Islands Aquaculture Marine Mapper Applications for offshore site selection: Main Hawaiian Islands; Guam & CNMI; and American Samoa. (NOAA).
- Provide administrative support to research, regulatory and HQ offices. (NOAA).
- Alaska Stellar Sea Lion population assessment. (NOAA).
- At-Sea Seabird Population Estimates, Hawaii archipelago and Eastern Tropical Pacific. Kaua'i Island Utility Cooperative (KIUC).
- Support fisheries and marine mammal research in the Arctic and Antarctic from the land, air, and sea: crabs fish, whales, dolphins seals, and sea lions, etc. (NOAA).
- Provide salmon ecology research and environmental impact analyses in CA, WA, OR, and ID river and estuarine systems. (NOAA).
- Analyze how social factors influence farmer and regulator actions on West Virginia pollutants reaching the Chesapeake.
- Provide fund-raising support to the International Fisheries Observer Conference. (NOAA/OAK Management, Inc.).
- Provide support to protect, conserve and recover anadromous fish (e.g., salmon) and their habitat (under ESA and MFCMA). (NOAA).
- Provide protected resources (marine mammals and sea turtle) support: cruise staging, species counting and identification, sample archiving, data analysis, and admin support. (NOAA).
- Provide Science and Technology support to several NOAA facilities on IDIQ (Indefinite Delivery Indefinite Quantity) contracts. (NOAA).
- Provide fisheries stock assessment support: bluefin tuna, squid, mackerel, sardine, plankton sorting and analysis, reproductive tissue analysis, admin support, CALCOFI support. (NOAA).
- Testify in Congress on Climate Change Impacts to oceans, coastal zones and fisheries.
- Provide Secretariat support to the InterAmerican Convention for the Protection and Conservation of Sea Turtles. IACPCST/National Marine Sanctuary Foundation.
- Testify in Congress on ecosystem/menhaden fishing legislation.
- Provide report to the New England Fisheries Management Council on (1) the validity of citations in its documents affecting the sea scallop industry, (2) a review of the quality of scallop dredge impact research, and (3) determine if there is support for an hypothesis about how dredging improves productivity. (Fisheries Survival Fund).



- Provide analytical report on proposed menhaden fishing regulations, including stock assessment, ecosystem modeling, and bycatch. (Omega Protein, Inc.).
- Draft the Federal Oceanographic Fleet Renewal Plan to include renewal plans for all 48 federally owned and operated vessels engaged in oceanographic research and surveys. (CORE).
- Provide support to NOAA Aquaculture Program: presentations, analyses, and meeting protocols, and draft NOAA 10-Year Plan for Aquaculture. (OAR/NOAA/OAK Mgt., Inc.).
- Develop computer model to determine the environmental effects of offshore aquaculture of cobia. (NOAA/OAK Management, Inc.).
- Develop outreach materials for the NOAA Aquaculture Program and assist in outreach efforts, including an Outreach Plan, graphics, and training for staff. (NOAA).
- Provide support to NOAA Fisheries Financial Services Program, preparing loan analyses, training staff, and preparing correspondence. (NOAA/OAK Management, Inc.).
- Present keynote address at seminar on Impact of Climate Change and adaptation strategies for Gulf of Maine Fisheries. (Sierra Club and College of the Atlantic, Bar Harbor Maine).
- Prepare funding proposals on Fisheries Stock Assessment and on Seafood Inspection and Certification for Export for a Middle East country. (Larsen Global Consulting).
- Manage the UN Atlas of the Oceans. The Atlas is Internet-based, containing information on sustainable development of the oceans and advancement of ocean science. UN FAO.
- Coordinate NOAA inputs to UN Oceans Atlas and serve as NOAA Point of Contact. (NOAA).
- Prepare the Profile of US Fisheries, a comprehensive analysis of US fisheries including recreational and commercial, freshwater and marine, aquaculture and capture, and processing and trade and information on Fisheries Management of the United States. (NOAA).
- Prepare overview of US west coast fisheries management strategies and tools, issues, activities, challenges and opportunities for policy-making and regulatory aspects. UN FAO.
- Develop plan and recommendations for relocation of laboratory staff and materials. (NOAA).
- Coordinate state-Federal recreational and commercial fisheries programs. (NOAA).
- Prepare comprehensive analysis of the status of aquatic fisheries habitats. Includes habitats from freshwaters to open ocean environments. Our Living Oceans-Habitats. (NOAA).
- Prepare the comprehensive Strategic Plan for Fisheries Research to guide NOAA's fisheries science including role of Federal and cooperating scientists and research vessels, and the role of advanced sensing and by-catch reduction technologies. (NOAA).
- Prepare Code of Conduct for responsible aquaculture in the US Extended Economic Zone, conducting five national workshops for stakeholders. (NOAA).
- Prepare white paper on upgrading the NOAA mariculture program. (NOAA).
- Develop aquaculture country profiles. (UN FAO).
- Prepare a global study on aquaculture to provide strategic orientations and recommendations for World Bank client countries and suggest approaches for the Bank's role in a rapidly changing industry with high economic potential. (World Bank).
- Evaluate the global information base on status and trends of aquaculture and recommend options for improvement. (UN FAO).
- Review legal frameworks and institutional arrangements for the sustainable development & management of aquaculture in Iran, Bahrain, Oman and Saudi Arabia and prepare proposal to



develop guidelines for policies, codes of practice and regulatory frameworks in member countries of the Regional Commission for Fisheries (RECOFI). (UN FAO).

- Assist work to improve national statistics on marine aquaculture. (NOAA).
- Preparation of the biennial flagship publication of the FAO Fisheries Department. Status of Fisheries and Aquaculture. (UN FAO).
- Promote and manage a series of constituent educational and outreach symposia focused on recreational fishing. This included an issue- specific national symposium, a meeting of federal and state fishery managers to improve cooperation and an evaluation of foreign trade barriers which impede exports of U.S.-made recreational fishing products. (NOAA).
- Our Living Oceans – Habitat. Prepare comprehensive analysis of the status of aquatic habitats upon which US fisheries depend--from freshwaters to open ocean environments (NOAA).
- Project Manager and Chief Editor. UN Atlas of the Oceans. The Atlas is CD-ROM and Internet-based, containing information relevant to sustainable development of the oceans and to advancement of ocean science (UN FAO).
- Coordinator of NOAA role in the UN Atlas of the Oceans. Coordinate and maintain NOAA inputs to the Atlas and serve as NOAA Point of Contact (NOAA).
- Provide support to NOAA Fisheries Aquaculture Program, preparing presentations, analyses, outreach, and offshore impact modeling. (NOAA/OAK Management, Inc.).
- Yemen Fisheries Sustainability Analysis. Prepare funding proposals on Fisheries Stock Assessment and on Seafood Inspection and Certification for Export (Larson Global)
- Profiles of US Fisheries and their Management for use by FAO (NOAA).
- Prepare overview of US west coast fisheries management strategies and tools, issues, activities, and the challenges for policy-making and regulatory aspects (UN FAO).
- Prepare Code of Conduct for responsible aquaculture in the EEZ (NOAA).
- Conduct education and outreach symposia on recreational fishing issues (NOAA).
- Rapid-response for facilitating development of a plan for relocation of personnel and materials due to potential structural emergency of laboratory (NOAA).

OAI owns an extensive portfolio of environmental and technology pictures, mostly focused on our nation's water heritage and its use. These include photos of oceans, coasts, lakes and rivers, lighthouses, boats, seaplanes, commercial and recreational fishing, aquariums, technologies, and coastal plants and animals. Free access to high resolution versions of these photos for use in illustrating our projects is offered to our customers. A small portion of these can be viewed at <http://www.OceansArt.us> and at <http://www.TechnologySite.org>.

Shareholders, Ownership and Associates.

Ocean Associates, Inc. (OAI) is a Virginia Corporation established in 2003. It represents a team of senior scientists, engineers, and managers providing professional and technical consulting services to government, industry, and international organizations, with special capabilities in aquatic sciences, and related regulations and issues. Dr. John Everett established the firm and owns 100% of the stock.

The organization of OAI is designed to provide the highest level of expertise to its clients at the fairest cost. We have assembled a select group of Senior Associates that have expertise in each



of OAI's business areas. Hundreds of additional Associates (beyond these) recently have worked at:

- NOAA in Seattle, WA, on industry financial services;
- NOAA in La Jolla, CA, on fisheries, climate change and protected resources and administrative tasks;
- NOAA in the Arctic and Antarctic and Western Pacific on fisheries, marine mammal, bird and oceanographic research;
- NOAA on western rivers ensuring and assessing passage of salmon;
- NOAA HQ on administrative, aquaculture animal health, aquaculture offshore modeling and aquaculture outreach, on International Affairs and on Protected Resources, and on NOAA history.

The Senior Associates are all available to advise when requested and to work on appropriate Tasks. The specialties of the Senior Associates are as follows (their resumes are available on the OAI web-site <http://www.OAIConsulting.com>).

Dr. Emory Anderson – Program coordination, biology, living resource assessment
Dr. Robert Brock – Science education, spatial planning, science/management of protected areas
Mr. Michael Broderick – Management, consulting, business process, IT, logistics, DOD support
Mr. Kenneth Cooley – Project management, facilities, research vessels
Dr. Tracy Collier – Environment, conservation, seafood safety, toxicology, watershed processes
Dr. John Everett – Management, Science, stewardship, coordination, IT, representation
Dr. Peter Fricke - Societal & oil spill impact analyses, maritime and resource use policy
Mr. Spencer Garrett - Public health, seafood origin, quality, inspection, safety
Dr. Daniel Grosse – Education, biology, coastal ecology, aquaculture
Mr. James Hill – Training, logistics, supply chain mgt., IT, e-business, inventories
Mr. John Hotaling – Facilities, research & merchant vessels, real estate, project management.
Ms. Anne Lange – Recreational fisheries, state relations, stock assessment, EIA
Dr. R. Michael Laurs – Research & facility management., biology, biological oceanography
Ms. Dorothy Leonard – Estuarine ecology, water quality, molluscan aquaculture
Dr. Richard Marasco – Economics, resource management, advice, research admin.
Mr. Curt Marshall – Strategic planning, econ, performance mgt., Congressional affairs, policy
Dr. James McVey – Research coordination, aquaculture research and development
Dr. Jeanne McKnight – Outreach, fisheries and aquaculture representation, issues
Mr. Peter Milone – Program management., natural resource develop. & management,
Mr. Bruce Morehead – Economics, aquaculture and natural resource management
Mr. Robert Williams – Facilities (environmental compliance & replace) & resource policy

Plus scientific, technical and admin staff - recent grads to former senior managers



27. Final Pricing

Prices are for Special Item Number (SIN) 871-1: Professional Engineering - Strategic Planning for Technology Programs/Activities, 874-1: MOBIS Integrated Consulting Services, 874-6: MOBIS Acquisition Management Support, 874-7: MOBIS Integrated Business Program Support Services, 899-1: Environmental Consulting Services, 899-3 Environmental Training Services, 899-7: Geographic Information Systems (GIS) Services, (fully burdened: off-site and on-site). Position Descriptions and Qualifications for each price are included after the table in Section 29: Labor Category Descriptions. Other degrees of the same class may be substituted: e.g., Masters Degrees (MS, MSc., MBA, MPA) are considered equal. Education may be substituted for experience where appropriate, usually at a ratio of 1:1 and is discussed with the descriptions. Labor rates are inclusive of corporate licenses, fees, taxes, GSA Industrial Funding Fee of 0.75% and other overhead and profit and apply at client's location or OAI or as agreed.

Item	SIN	Awarded Labor Category	Min Edu	Min Exp	Site	GSA Price
1	871-1, 871-1RC, 874-1, 874-1RC, 874-6, 874-6RC, 874-7, 874-7RC, 899-1, 899-1RC, 899-3, 899-3RC, 899-7, 899-7 RC	Clerical/Administrative (General)**	High School	1	Both	\$46.16
2	871-1, 871-1RC, 874-1, 874-1RC, 874-6, 874-6RC, 874-7, 874-7RC, 899-1, 899-1RC, 899-3, 899-3RC, 899-7, 899-7 RC	Consultant	Bachelors	5	Both	\$84.50
3	871-1, 871-1RC, 874-1, 874-1RC, 874-6, 874-6RC, 874-7, 874-7RC, 899-1, 899-1RC, 899-3, 899-3RC, 899-7, 899-7 RC	Senior Consultant	Masters	10	Both	\$104.19
4	871-1, 871-1RC, 874-1, 874-1RC, 874-6, 874-6RC, 874-7, 874-7RC, 899-1, 899-1RC, 899-3, 899-3RC, 899-7, 899-7 RC	Supervisory Consultant	Masters	15	Both	\$115.76



5	871-1, 871-1RC, 874-1, 874-1RC, 874-6, 874-6RC, 874-7, 874-7RC, 899-1, 899-1RC, 899-3, 899-3RC, 899-7, 899-7 RC	Editor/Graphics Specialist	Bachelors	3	Both	\$55.57
6	871-1, 871-1RC, 874-1, 874-1RC, 874-6, 874-6RC, 874-7, 874-7RC, 899-1, 899-1RC, 899-3, 899-3RC, 899-7, 899-7 RC	Engineer	Bachelors	5	Both	\$84.50
7	871-1, 871-1RC, 874-1, 874-1RC, 874-6, 874-6RC, 874-7, 874-7RC, 899-1, 899-1RC, 899-3, 899-3RC, 899-7, 899-7 RC	Senior Engineer	Masters	10	Both	\$104.19
8	871-1, 871-1RC, 874-1, 874-1RC, 874-6, 874-6RC, 874-7, 874-7RC, 899-1, 899-1RC, 899-3, 899-3RC, 899-7, 899-7 RC	Project Manager	Ph.D.	15	Both	\$138.92
9	871-1, 871-1RC, 874-1, 874-1RC, 874-6, 874-6RC, 874-7, 874-7RC, 899-1, 899-1RC, 899-3, 899-3RC, 899-7, 899-7 RC	Junior Scientist/ Technician/Admin.	Bachelors	2	Both	\$48.63
10	871-1, 871-1RC, 874-1, 874-1RC, 874-6, 874-6RC, 874-7, 874-7RC, 899-1, 899-1RC, 899-3, 899-3RC, 899-7, 899-7 RC	Senior Technician/Admin	Bachelors	3	Both	\$72.93
11	871-1, 871-1RC, 874-1, 874-1RC, 874-6, 874-6RC, 874-7, 874-7RC, 899-1, 899-1RC, 899-3, 899-3RC, 899-7, 899-7 RC	Scientist	Bachelors	5	Both	\$72.93



12	871-1, 871-1RC, 874-1, 874-1RC, 874-6, 874-6RC, 874-7, 874-7RC, 899-1, 899-1RC, 899-3, 899-3RC, 899-7, 899-7 RC	Senior Scientist	Masters	10	Both	\$104.19
13	871-1, 871-1RC, 874-1, 874-1RC, 874-6, 874-6RC, 874-7, 874-7RC, 899-1, 899-1RC, 899-3, 899-3RC, 899-7, 899-7 RC	Systems Analyst I (Human , Biological, Integrated)	Bachelors	0	Both	\$44.32
14	871-1, 871-1RC, 874-1, 874-1RC, 874-6, 874-6RC, 874-7, 874-7RC, 899-1, 899-1RC, 899-3, 899-3RC, 899-7, 899-7 RC	Systems Analyst I (Physical and Technical)	Bachelors	0	Both	\$44.32
15	871-1, 871-1RC, 874-1, 874-1RC, 874-6, 874-6RC, 874-7, 874-7RC, 899-1, 899-1RC, 899-3, 899-3RC, 899-7, 899-7 RC	Systems Analyst II (Human , Biological, Integrated)	Bachelors	3	Both	\$72.22
16	871-1, 871-1RC, 874-1, 874-1RC, 874-6, 874-6RC, 874-7, 874-7RC, 899-1, 899-1RC, 899-3, 899-3RC, 899-7, 899-7 RC	Systems Analyst II (Physical and Technical)	Bachelors	3	Both	\$72.22
17	871-1, 871-1RC, 874-6, 874-6RC, 899-1, 899-1RC, 899-3, 899-3RC, 899-7, 899-7 RC	Senior Systems Analyst (Human, Biological, Integrated)	Bachelors	5	Both	\$79.85
18	871-1, 871-1RC, 874-1, 874-1RC, 874-6, 874-6RC, 874-7, 874-7RC, 899-1, 899-1RC, 899-3, 899-3RC, 899-7, 899-7 RC	Senior Systems Analyst (Physical and Technical)	Bachelors	5	Both	\$79.85



19	871-1, 871-1RC, 874-1, 874-1RC, 874-6, 874-6RC, 874-7, 874-7RC, 899-1, 899-1RC, 899-3, 899-3RC, 899-7, 899-7 RC	Principal Systems Analyst (Human, Biological, Integrated)	Masters	10	Both	\$93.71
20	871-1, 871-1RC, 874-1, 874-1RC, 874-6, 874-6RC, 874-7, 874-7RC, 899-1, 899-1RC, 899-3, 899-3RC, 899-7, 899-7 RC	Principal Systems Analyst (Physical and Technical)	Masters	10	Both	\$93.71
21	871-1, 871-1RC, 874-1, 874-1RC, 874-6, 874-6RC, 874-7, 874-7RC, 899-1, 899-1RC, 899-3, 899-3RC, 899-7, 899-7 RC	Technical Writer I	Bachelors	0	Both	\$31.26
22	871-1, 871-1RC, 874-1, 874-1RC, 874-6, 874-6RC, 874-7, 874-7RC, 899-1, 899-1RC, 899-3, 899-3RC, 899-7, 899-7 RC	Technical Writer II	Bachelors	3	Both	\$72.22
23	871-1, 871-1RC, 874-1, 874-1RC, 874-6, 874-6RC, 874-7, 874-7RC, 899-1, 899-1RC, 899-3, 899-3RC, 899-7, 899-7 RC	Senior Technical Writer	Masters	10	Both	\$89.54

28. Service Contract Act (SCA) Matrix

The Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The prices for the indicated (***) SCA labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e. nationwide).

SCA Matrix		
SCA Labor Category	SCA Equivalent Code – Title	WD Number
Clerical / Administrative (General)	01020 Administrative Assistant	2005-2057



Reasonableness - Rates are based on education and experience. OAI Bands are directly comparable to Federal General Schedule (GS) pay bands (for equivalent education and experience) and as grouped by the Department of Commerce (DOC) in its Performance Pay System. To assist clients in selecting the appropriate level of personnel, this information is included in the Labor Table below.

Labor Category - SIN: 871-1, 874-1, 874-6, 874-7, 899-1, 899-3, 899-7	OAI Band	DOC Band (GS Level)
Technical Writer	1	I-II (GS3-5)
Clerical/Administrative (General)	2	I-II (GS3-5)
Systems Analyst, Historian, Geographer, Sociologist	2	I-II (GS5-7)
Jr. Scientist /Technician/Admin.	2	II-III (GS7-12)
Editor/Graphics Spec.	3	III (GS11-12)
Systems Analyst, Historian, Geographer, Sociologist	4	III-IV (GS11-14)
Technical Writer	5	IV-V (GS13-15)
Sr. Systems Analyst, Historian, Geographer, Sociologist	5	IV-V (GS13-15)
Sr. Technician/Scientist/Admin.	5	IV (GS13-14)
Scientist /Consultant /Engineer	6	IV-V (GS13-15)
Sr. Technical Writer II	6	IV-V (GS13-15)
Principal Systems Analyst, Historian, Geographer, Sociologist	7	V (GS15)
Senior Scientist /Consultant/ Engineer	8	V (GS15)
Supervisory Consultant	9	V (GS15)+ SES
Project Manager	10	SES+



29. Labor Category Descriptions

A. Clerical / Administrative (General) (2)

Functional Responsibilities: Provides office clerical, secretarial, and administrative functions including typing, payroll, travel, and filing. Works under general supervision. Depending on the level of independence and personal discretion of the position, and whether the position benefits the business operations of OAI or the customer, it may be subject to the Service Contract Act.

Minimum Education: High School

Minimum Experience: 1 year of relevant experience.

Acceptable Substitutions for Minimum Education/Minimum Experience Requirements: Bachelors and no experience

B. Consultant (6)

Functional Responsibilities: Provides mid level subject matter expertise in science, engineering, IT, economics, GIS, administrative systems, history, geography, sociology, acquisitions, regulatory and related areas at state and national level, under guidance of senior staff. May supervise junior staff. A person in this category is expected to have a broader, more interdisciplinary background than would a scientist or engineer.

Minimum Education: BS in Engineering, Science, IT, or relevant field

Minimum Experience: 5 years of relevant experience.

Acceptable Substitutions for Minimum Education/Minimum Experience Requirements:

High school diploma and 9 years work experience

Master's Degree and 3 years of relevant experience

PhD and one year experience

Bachelors, Master's and Doctoral degrees may be substituted for equals (e.g., BSc, BA, BS).

C. Senior Consultant (8)

Functional Responsibilities: Provides program and task order management support. Provides senior level subject matter expertise in science, engineering, IT, economics, GIS, history, geography, sociology, acquisitions, regulatory and related areas at state, national and/or international level. May supervise senior staff. Works with minimal supervision. A person in this category is expected to have a broader, more interdisciplinary background than would a Senior Scientist or Senior Engineer.

Minimum Education: MS in engineering, business, science or relevant field.

Minimum Experience: 10 years of relevant experience.

Acceptable Substitutions for Minimum Education/Minimum Experience Requirements:

High school diploma and 16 years work experience.

Bachelor's degree and 12 years work experience.

PhD and 8 years experience

Bachelor's, Master's and Doctoral degrees may be substituted for equals (e.g., BSc, BA, BS).



D. Supervisory Consultant (9)

Functional Responsibilities: Provides technical oversight of individual projects and program management Provides senior level subject matter expertise in science, engineering, economics, GIS, administrative systems, IT, history, geography, sociology, acquisitions , regulatory and related areas at state, national and/or international level. Supports senior client staff.

Minimum Education: MS in Engineering, Science, History, Geography, Sociology or relevant field

Minimum Experience: 15 years of relevant experience

Acceptable Substitutions for Minimum Education/Minimum Experience Requirements:

High school diploma and 21 years work experience.

Bachelor's degree and 17 years work experience.

PhD and 13 years experience

Bachelor's, Master's and Doctoral degrees may be substituted for equals (e.g., BSc, BA, BS).

E. Editor/Graphics Specialist (4)

Functional Responsibilities: Provides composition, editorial or graphics design functions on technical documents and presentations in science, engineering, economics, history, geography, sociology, regulations and related areas. Works under supervision.

Minimum Education: BA or equivalent experience in science, languages, arts, or graphic design

Minimum Experience: 3 years of relevant experience.

Acceptable Substitutions for Minimum Education/Minimum Experience Requirements:

High school diploma and 7 years work experience.

Bachelor's degrees may be substituted for each other (e.g., BSc, BA, BS).

F. Engineer (6)

Functional Responsibilities: Provides mid level subject matter expertise in engineering and related areas at state and national level, under guidance of senior staff. May supervise junior staff.

Minimum Education: BS in Engineering, science, IT or relevant field

Minimum Experience: 5 years of relevant experience.

Acceptable Substitutions for Minimum Education/Minimum Experience Requirements:

High school diploma and 9 years work experience

Master's Degree and 3 years of relevant experience

PhD and one year experience

Bachelor's, Master's and Doctoral degrees may be substituted for equals (e.g., BSc, BA, BS).

G. Senior Engineer (8)

Functional Responsibilities: Provides program and task order management support. Provides senior level subject matter expertise in engineering and related areas at state, national and/or international level. May supervise senior staff. Works with minimal supervision.

Minimum Education: MS in Engineering, science, IT or relevant field.



Minimum Experience: 10 years of relevant experience.

Acceptable Substitutions for Minimum Education/Minimum Experience Requirements:

High school diploma and 16 years work experience.

Bachelor's degree and 12 years work experience.

PhD and 8 years experience

Bachelor's, Master's and Doctoral degrees may be substituted for equals (e.g., BSc, BA, BS).

H. Project Manager (10)

Functional Responsibilities: Responsible for program management Provides extensive senior level expertise in management of national/international science, engineering, IT, projects. Provides subject matter expertise in science, technology, history, geography, sociology, regulatory and related areas at state, national/international level. Supports client's senior managers

Minimum Education: PhD in Engineering, Science, Info Tech, History, Geography, Sociology or relevant field.

Minimum Experience: 15 years of relevant experience

Acceptable Substitutions for Minimum Education/Minimum Experience Requirements:

Master's Degree and 17 years of relevant experience

Bachelor's Degree and 19 years of relevant experience

High school diploma and 23 years work experience may be substituted for a doctoral degree*

Bachelor's, Master's and Doctoral degrees may be substituted for equals (e.g., BSc, BA, BS).

I. Junior Scientist/Technician/Administrative (3)

Functional Responsibilities: Provides junior level subject matter expertise in science, economics, GIS, history, geography, sociology, regulatory and related areas at state and national level, under guidance of senior staff. In IT, serves as expert in software setup and use, network use, and maintenance of information systems. Provides coordination of administrative functions. Develops and implements filing, data storage, inventory, and procurement systems in support of science and engineering and regulatory functions. May coordinate travel and meeting logistics for senior managers and staff. Operates under own initiative with minimal supervision. May supervise junior staff.

Minimum Education: BS in science, economics, history, anthropology, geography, sociology, GIS, IT or relevant subject.

Minimum Experience: 2 years of relevant experience.

Acceptable Substitutions for Minimum Education/Minimum Experience Requirements:

High school diploma and 6 years work experience.

Master's Degree and no experience.

Bachelor's and Master's degrees may be substituted for each other (e.g., BSc, BA, BS).



J. Senior Technician/Administrative (5)

Functional Responsibilities: Provides junior to mid level subject matter expertise in science, engineering, economics, GIS, administrative and acquisitions systems, IT, regulatory and related areas at state and national level, under guidance of senior staff. May supervise junior staff.

Minimum Education: BS or equivalent experience in IT, Engineering, Science or relevant field

Minimum Experience: 3 years of relevant experience.

Acceptable Substitutions for Minimum Education/Minimum Experience Requirements:

High school diploma and 7 years work experience.

Master's Degree and one year work experience

Bachelor's and Master's degrees may be substituted for each other (e.g., BSc, BA, BS).

K. Scientist (6)

Functional Responsibilities: Provides mid level subject matter expertise in science, economics, GIS, history, geography, sociology, regulatory and related areas at state and national level, under guidance of senior staff. May supervise junior staff.

Minimum Education: BS in Science, History, Geography, Sociology or relevant field.

Minimum Experience: 5 years of relevant experience.

Acceptable Substitutions for Minimum Education/Minimum Experience Requirements:

High school diploma and 9 years work experience

Master's Degree and 3 years of relevant experience

PhD and one year experience

Bachelor's, Master's and Doctoral degrees may be substituted for equals (e.g., BSc, BA, BS).

L. Senior Scientist (8)

Functional Responsibilities: Provides program and task order management support. Provides senior level subject matter expertise in science, economics, GIS applications, history, geography, sociology, regulatory and related areas at state, national and/or international level. May supervise senior staff. Works with minimal supervision.

Minimum Education: MS in Science, IT, History, Geography, Sociology or relevant field.

Minimum Experience: 10 years of relevant experience.

Acceptable Substitutions for Minimum Education/Minimum Experience Requirements:

High school diploma and 16 years work experience.

Bachelor's degree and 12 years work experience.

PhD and 8 years experience

Bachelor's, Master's and Doctoral degrees may be substituted for equals (e.g., BSc, BA, BS).

M. Systems Analyst I (Human, Biological, Integrated) (2)



Functional Responsibilities: Provides junior level subject matter expertise in science, economics, history, geography, GIS application, administrative and acquisition systems, sociology, regulatory and related areas at state and national level, under guidance of senior staff. Such systems include (among others) ecosystems, administrative and acquisition, communities, pre-historic and present cultures, and international relationships.

Minimum Education: BS or BA in Science, Economics, History, Anthropology, Geography, Sociology or relevant subject.

Minimum Experience: No experience required.

Acceptable Substitutions for Minimum Education/Minimum Experience Requirements:

High school diploma and 4 years work experience.

Bachelor's degrees may be substituted for each other (e.g., BSc, BA, BS).

N. Systems Analyst I (Physical and Technical) (2)

Functional Responsibilities: Provides junior level subject matter expertise in systems engineering, modeling, GIS design and development, Information Technology, administrative and acquisition, regulatory reporting, monitoring, and enforcement systems development and related areas at state and national level, under guidance of senior staff. These systems include (among others) research and fishing vessels, ocean and atmospheric physical systems, biological, meteorological and oceanographic data acquisition and processing systems, ship and facility systems in support of environmental services, data recording and analysis systems, and complex modeling systems.

Minimum Education: BS or BA in Engineering, physical sciences, mathematics, computer science, IT, or relevant subject.

Minimum Experience: No experience required.

Acceptable Substitutions for Minimum Education/Minimum Experience Requirements:

High school diploma and 4 years work experience.

Bachelor's degrees may be substituted for each other (e.g., BSc, BA, BS).

O. Systems Analyst II (Human, Biological, Integrated) (5)

Functional Responsibilities: Provides mid level subject matter expertise in science, economics, history, geography, GIS application, sociology, regulatory and related areas at state and national level, under guidance of senior staff. Such systems include (among others) ecosystems, communities, pre-historic and present cultures, and international relationships.

Minimum Education: BS or BA in Science, Economics, History, Anthropology, Geography, Sociology or relevant subject.

Minimum Experience: 3 years of relevant experience.

Acceptable Substitutions for Minimum Education/Minimum Experience Requirements:

High school diploma and 7 years work experience.

Master's Degree and one year experience.

Bachelor's and Master's degrees may be substituted for each other (e.g., BSc, BA, BS).

P. Systems Analyst II (Physical and Technical) (5)

Functional Responsibilities: Provides mid level subject matter expertise in systems engineering, modeling, GIS design and development, Information Technology, administrative and acquisition systems, regulatory



reporting, monitoring, and enforcement systems development and related areas at state and national level, under guidance of senior staff. These systems include (among others) research and fishing vessels, ocean and atmospheric physical systems, biological, meteorological and oceanographic data acquisition and processing systems, ship and facility systems in support of environmental services, data recording and analysis systems, complex modeling systems, and administrative and acquisition systems. In IT, serves as expert in software acquisition, and websites and network design

Minimum Education: BS in Engineering, physical sciences, mathematics, computer science, IT, or relevant subject.

Minimum Experience: 3 years of relevant experience.

Acceptable Substitutions for Minimum Education/Minimum Experience Requirements:

High school diploma and 7 years work experience.

Master's Degree and one year experience.

Bachelor's and Master's degrees may be substituted for each other (e.g., BSc, BA, BS)

Q. Senior Systems Analyst (Human, Biological, Integrated) (5)

Functional Responsibilities: Provides mid level subject matter expertise in science, economics, history, geography, GIS application, sociology, regulatory and related areas at state and national level, under guidance of senior staff. Such systems include (among others) ecosystems, communities, pre-historic and present cultures, and international relationships. May supervise junior staff.

Minimum Education: BS in Science, Economics, History, Anthropology, Geography, Sociology or relevant subject

Minimum Experience: 5 years of relevant experience.

Acceptable Substitutions for Minimum Education/Minimum Experience Requirements:

High school diploma and 9 years work experience.

Master's Degree and 3 years of relevant experience

PhD and one year experience

Bachelor's and Master's degrees may be substituted for equals (e.g., BSc, BA, BS)

R. Senior Systems Analyst (Physical and Technical) (5)

Functional Responsibilities: Provides mid level subject matter expertise systems engineering, modeling, GIS design and development, Information Technology, administrative and acquisition systems, regulatory reporting, monitoring, and enforcement systems development and related areas at state and national level under guidance of senior staff. . These systems include (among others) research and fishing vessels, ocean and atmospheric physical systems, biological, meteorological and oceanographic data acquisition and processing systems, ship and facility systems in support of environmental services, data recording and analysis systems, and complex modeling systems. May develop remote sensing algorithms for environmental- parameter measurements. In Information Technology, serves as team leader in software, network operation, websites, and system architecture. May supervise junior staff.

Minimum Education: BS or BA in engineering, physical sciences, mathematics, computer science, IT, or relevant subject

Minimum Experience: 5 years of relevant experience.

Acceptable Substitutions for Minimum Education/Minimum Experience Requirements:

High school diploma and 9 years work experience.



Master's Degree and 3 years of relevant experience

PhD and one year experience

Bachelor's and Master's degrees may be substituted for equals (e.g., BSc, BA, BS)

S. Principal Systems Analyst (Human, Biological, Integrated) (7)

Functional Responsibilities: Provides senior subject matter expertise in science, economics, history, geography, GIS application, sociology, regulatory and related areas at state and national level. Such systems include (among others) ecosystems, communities, pre-historic and present cultures, and international relationships. May supervise senior staff.

Minimum Education: MS or MA in Science, Economics, History, Anthropology, Geography, Sociology or relevant subject

Minimum Experience: 10 years of relevant experience.

Acceptable Substitutions for Minimum Education/Minimum Experience Requirements:

High school diploma and 16 years work experience.

Bachelor's degree and 12 years work experience.

PhD and 8 years experience

Bachelor's, Master's and Doctoral degrees may be substituted for equals (e.g., BSc, BA, BS).

T. Principal Systems Analyst (Physical and Technical) (7)

Functional Responsibilities: Provides senior subject matter expertise in systems engineering, modeling, GIS design and development, Information Technology, administrative and acquisition systems, regulatory reporting, monitoring, and enforcement systems development and related areas at state and national level. These systems include (among others) research and fishing vessels, ocean and atmospheric physical systems, biological, meteorological and oceanographic data acquisition and processing systems, ship and facility systems in support of environmental services, data recording and analysis systems, and complex modeling systems. May supervise senior staff.

Minimum Education: MS or MA in Engineering, physical sciences, mathematics, computer science, IT, or relevant subject

Minimum Experience: 10 years of relevant experience.

Acceptable Substitutions for Minimum Education/Minimum Experience Requirements:

High school diploma and 16 years work experience.

Bachelor's degree and 12 years work experience.

PhD and 8 years experience

Bachelor's, Master's and Doctoral degrees may be substituted for equals (e.g., BSc, BA, BS).

U. Technical Writer I (1)

Functional Responsibilities: Prepares manuals, reports, procedures, brochures, guides, specifications, and technical documentation under guidance of senior staff.

Minimum Education: Bachelor degree: English, Science, or technical field



Minimum Experience: No experience required.

Acceptable Substitutions for Minimum Education/Minimum Experience Requirements:

High school diploma and 4 years work experience.

Bachelor's degrees may be substituted for each other (e.g., BSc, BA, BS).

V. Technical Writer II (5)

Functional Responsibilities: Prepares manuals, reports, procedures, brochures, guides, specifications, and other technical documentation under guidance of senior staff.

Minimum Education: BA in English, Science, or technical field

Minimum Experience: 3 years of relevant experience.

Acceptable Substitutions for Minimum Education/Minimum Experience Requirements:

High school diploma and 7 years work experience may be substituted for a bachelor's degree.

Master's Degree and one year experience

Bachelor's and Master's degrees may be substituted for each other (e.g., BSc, BA, BS).

W. Senior Technical Writer (6)

Functional Responsibilities: Prepare manuals, reports, guides, procedures, brochures, specifications, and related materials working independently in complex situations. May provide mid level to senior subject matter expertise in science, engineering, economics, history, geography, sociology, administrative and acquisition systems, regulatory systems and related areas at state and national level. May supervise junior staff

Minimum Education: MA/MS in English, Journalism, scientific or technical discipline

Minimum Experience: 10 years of relevant experience.

Acceptable Substitutions for Minimum Education/Minimum Experience Requirements:

High school diploma and 16 years work experience.

PhD and 8 years experience

Bachelor's, Master's and Doctoral degrees may be substituted for equals (e.g., BSc, BA, BS).

* Persons with no upper level education must demonstrate a superior level of accomplishment in order to be considered for a position at this level. It would be considered rare to have such an individual within the environmental sciences but not exceedingly unusual for persons engaged in managerial, representational, computational and programming, or some engineering occupations.

