



**General Services Administration
Federal Supply Schedule**

Authorized Federal Supply Schedule Price List

Online 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 for GSA *Advantage!* is: www.GSAAdvantage.gov.

Schedule Title: Multiple Award Schedule (MAS)

Large Category: Professional Services
Subcategory: Technical & Engineering Services (non-IT)
Large Category: Scientific Management Solutions
Subcategory: Testing and Analysis

Contract Number: GS-10F-0379U

Contract Period: Option Period 2 September 30, 2018 through September 29, 2023

Contractor: CRUZ ASSOCIATES, INC.
Address: 6515 George Washington Memorial Highway
Suite 209
Yorktown, VA 23692

Phone: (757) 833-7538
Fax: (757) 833-7539

Website: <http://www.cruzinc.us>
Email: greg.stewart@cruzinc.us

Business Size: Small Business

Price List: Current as of Modification #PS-A812 effective February 25, 2020 per I-FSS-600.



Customer Information:

1a. Awarded SINS:

The SINS listed below are covered by this price list. Our primary/professional engineering disciplines include, but not limited to, Electrical, Mechanical and Aerospace Engineers for all awarded SINS.

- SIN OLM Order-Level Materials (OLMs)
- SIN OLM-RC Disaster Recovery Purchase Program
- SIN 541330ENG Engineering Services
- SIN 541330ENGRD Disaster Recovery Purchase Program
- SIN 541380 Testing Laboratories
- SIN 541380RC Disaster Recovery Purchase Program
- SIN 541420 Engineering System Design and Integration Services
- SIN 541420RC Disaster Recovery Purchase Program
- SIN 541715 Engineering Research and Development and Strategic Planning
- SIN 541715RC Disaster Recovery Purchase Program

1b. Awarded five (5) year pricing: (\$ per hour)

See the tables below for customer and contractor site rates.



Customer Site:	MAS Option 2	MAS Option 2	MAS Option 2	MAS Option 2	MAS Option 2
Labor Categories	Year 11	Year 12	Year 13	Year 14	Year 15
Engineering Expert 2	\$132.02	\$134.53	\$137.08	\$139.69	\$142.34
Engineering Expert 1	\$117.95	\$120.19	\$122.47	\$124.80	\$127.17
Program Director	\$138.75	\$141.39	\$144.08	\$146.81	\$149.60
Program Manager	\$103.90	\$105.87	\$107.88	\$109.93	\$112.02
Project Manager	\$86.81	\$88.46	\$90.14	\$91.86	\$93.60
Task Manager	\$70.76	\$72.10	\$73.47	\$74.87	\$76.29
Subject Matter Expert	\$117.85	\$120.09	\$122.37	\$124.70	\$127.07
Engineer 4	\$91.97	\$93.71	\$95.49	\$97.31	\$99.16
Engineer 3	\$79.81	\$81.33	\$82.88	\$84.45	\$86.05
Engineer 2	\$79.79	\$81.30	\$82.85	\$84.42	\$86.02
Safety Engineer	\$116.46	\$118.68	\$120.93	\$123.23	\$125.57
Senior Software Engineer	\$134.48	\$137.03	\$139.64	\$142.29	\$144.99
Database Architect	\$125.48	\$127.86	\$130.29	\$132.77	\$135.29
Computer Specialist	\$122.46	\$124.79	\$127.16	\$129.58	\$132.04
Programmer Analyst	\$113.45	\$115.61	\$117.80	\$120.04	\$122.32
Analyst 4	\$97.22	\$99.06	\$100.94	\$102.86	\$104.82
Analyst 3	\$77.76	\$79.24	\$80.74	\$82.28	\$83.84
Analyst 2	\$58.33	\$59.44	\$60.57	\$61.72	\$62.89
Analyst 1	\$46.66	\$47.55	\$48.45	\$49.37	\$50.31
Technical Writer **	\$68.90	\$70.21	\$71.54	\$72.90	\$74.29
Senior Logistics Specialist	\$103.84	\$105.81	\$107.82	\$109.87	\$111.96
Logistics Specialist	\$79.54	\$81.05	\$82.59	\$84.16	\$85.76
Technician 5 **	\$54.40	\$55.43	\$56.49	\$57.56	\$58.65
Technician 4 **	\$42.30	\$43.11	\$43.93	\$44.76	\$45.61
Technician 3 **	\$35.05	\$35.72	\$36.40	\$37.09	\$37.79
Technician 2 **	\$32.64	\$33.26	\$33.89	\$34.53	\$35.19
Technician 1 **	\$26.60	\$27.10	\$27.62	\$28.14	\$28.67
Administrative Support 1 **	\$31.23	\$31.83	\$32.43	\$33.05	\$33.68



Customer Site:	MAS Option 2	MAS Option 2	MAS Option 2	MAS Option 2	MAS Option 2
Labor Categories	Year 11	Year 12	Year 13	Year 14	Year 15
Requirements Technical Analyst	\$77.76	\$79.24	\$80.75	\$82.28	\$83.84
Test and Evaluation Engineer	\$112.62	\$114.76	\$116.94	\$119.16	\$121.43
Test and Evaluation Technical Analyst	\$68.64	\$69.95	\$71.28	\$72.63	\$74.01
Acquisition and Integration Analyst	\$94.38	\$96.18	\$98.00	\$99.87	\$101.76
Solutions Team Lead/Senior Developer	\$126.56	\$128.97	\$131.42	\$133.92	\$136.46
Senior Software Developer	\$112.62	\$114.76	\$116.94	\$119.16	\$121.43
Support Team Lead/TIER II Support	\$85.80	\$87.43	\$89.10	\$90.79	\$92.51
Software Integration/Security IA	\$85.80	\$87.43	\$89.10	\$90.79	\$92.51
Operations Coordinator	\$69.72	\$71.05	\$72.39	\$73.77	\$75.17
Senior Developmental Test Pilot	\$128.71	\$131.15	\$133.64	\$136.18	\$138.77
Tier II Support	\$75.08	\$76.51	\$77.96	\$79.44	\$80.95
Software Trainer/Systems Support Analyst	\$80.44	\$81.97	\$83.53	\$85.12	\$86.73
Systems Team Logistics Analyst	\$75.08	\$76.51	\$77.96	\$79.44	\$80.95
Systems Team Lead/Senior Database Administrator	\$107.26	\$109.30	\$111.38	\$113.49	\$115.65
Functional and Tech FSR	\$69.72	\$71.05	\$72.39	\$73.77	\$75.17
Special Projects Coordinator	\$123.34	\$125.69	\$128.08	\$130.51	\$132.99
Maintenance Expert	\$85.80	\$87.43	\$89.10	\$90.79	\$92.51
Special Repair Activity (SRA), Senior Electronic Repair Tech	\$85.80	\$87.43	\$89.10	\$90.79	\$92.51
Avionics Maintenance Expert	\$85.80	\$87.43	\$89.10	\$90.79	\$92.51
Senior Aircraft Weapons System Support Team Lead/Maintenance Expert	\$96.53	\$98.36	\$100.23	\$102.13	\$104.07
Aircraft Weapons System Support/Maintenance Expert	\$89.02	\$90.71	\$92.44	\$94.19	\$95.98
Property Accountability Coordinator /Logistics Analyst	\$69.72	\$71.05	\$72.39	\$73.77	\$75.17
Senior Avionics Acquisition and Integration Analyst	\$96.53	\$98.36	\$100.23	\$102.13	\$104.07
Senior Sensor Acquisition and Integration Analyst	\$96.53	\$98.36	\$100.23	\$102.13	\$104.07
Senior C4ISR Acquisition and Integration Analyst	\$96.53	\$98.36	\$100.23	\$102.13	\$104.07
Developmental Test Pilot	\$117.98	\$120.23	\$122.51	\$124.84	\$127.21
Avionics Acquisition and Integration Analyst	\$91.17	\$92.90	\$94.66	\$96.46	\$98.29
Senior ASE Acquisition and Integration Analyst	\$96.53	\$98.36	\$100.23	\$102.13	\$104.07

Customer Site:	MAS Option 2	MAS Option 2	MAS Option 2	MAS Option 2	MAS Option 2
Labor Categories	Year 11	Year 12	Year 13	Year 14	Year 15
Software Developer/Programmer	\$69.72	\$71.05	\$72.39	\$73.77	\$75.17
Technical Analyst Group (TAG) Senior Tech	\$114.76	\$116.94	\$119.17	\$121.43	\$123.74
TAG Technician 4	\$96.53	\$98.36	\$100.23	\$102.13	\$104.07
TAG Technician 3	\$85.80	\$87.43	\$89.10	\$90.79	\$92.51
TAG Technician 2	\$64.36	\$65.58	\$66.83	\$68.10	\$69.39
Field Service Representative	\$91.17	\$92.90	\$94.66	\$96.46	\$98.29
Application Security Specialist	\$80.44	\$81.97	\$83.53	\$85.12	\$86.73
Help Desk / Tier I Support Analyst	\$58.99	\$60.11	\$61.25	\$62.41	\$63.60
Information Technology Team Lead	\$128.71	\$131.15	\$133.64	\$136.18	\$138.77
Services Team Lead	\$107.26	\$109.30	\$111.38	\$113.49	\$115.65

Note: ** denotes SCLS eligible labor category

SCLS Matrix		
SCLS Eligible Contract Labor Category	SCLS Equivalent Code - Title	WD Number
Technical Writer	30463 - Technical Writer III	15-4341 Rev 8
Technician 5	30085 - Engineering Technician V	15-4341 Rev 8
Technician 4	30084 - Engineering Technician IV	15-4341 Rev 8
Technician 3	30083 - Engineering Technician III	15-4341 Rev 8
Technician 2	30082 - Engineering Technician II	15-4341 Rev 8
Technician 1	30081 - Engineering Technician I	15-4341 Rev 8
Administrative Support 1	01020 - Administrative Assistant	15-4341 Rev 8

The Service Contract Labor Standards (SCLS), 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 above. The prices awarded are in line with the geographic scope of the contract (i.e., nationwide) per the MAS Solicitation.

Contractor Site:	MAS Option 2	MAS Option 2	MAS Option 2	MAS Option 2	MAS Option 2
Labor Categories	Year 11	Year 12	Year 13	Year 14	Year 15
Engineering Expert 2	\$156.95	\$159.93	\$162.97	\$166.06	\$169.22
Engineering Expert 1	\$140.23	\$142.89	\$145.61	\$148.37	\$151.19
Program Director	\$164.95	\$168.08	\$171.27	\$174.53	\$177.84
Program Manager	\$123.51	\$125.85	\$128.24	\$130.68	\$133.16
Project Manager	\$103.20	\$105.16	\$107.16	\$109.20	\$111.27
Task Manager	\$84.12	\$85.72	\$87.35	\$89.01	\$90.70
Subject Matter Expert	\$140.10	\$142.76	\$145.48	\$148.24	\$151.06
Engineer 4	\$109.33	\$111.40	\$113.52	\$115.68	\$117.87
Engineer 3	\$94.88	\$96.69	\$98.52	\$100.39	\$102.30
Engineer 2	\$94.85	\$96.66	\$98.49	\$100.36	\$102.27
Safety Engineer	\$138.46	\$141.09	\$143.77	\$146.51	\$149.29
Senior Software Engineer	\$159.88	\$162.92	\$166.01	\$169.17	\$172.38
Database Architect	\$149.16	\$151.99	\$154.88	\$157.82	\$160.82
Computer Specialist	\$145.59	\$148.35	\$151.17	\$154.04	\$156.97
Programmer Analyst	\$134.87	\$137.43	\$140.04	\$142.70	\$145.41
Analyst 4	\$115.58	\$117.77	\$120.01	\$122.29	\$124.61
Analyst 3	\$92.47	\$94.22	\$96.01	\$97.84	\$99.70
Analyst 2	\$69.34	\$70.66	\$72.00	\$73.37	\$74.76
Analyst 1	\$55.48	\$56.54	\$57.61	\$58.71	\$59.82
Technical Writer **	\$81.91	\$83.47	\$85.05	\$86.67	\$88.32
Senior Logistics Specialist	\$123.44	\$125.78	\$128.17	\$130.61	\$133.09
Logistics Specialist	\$94.56	\$96.36	\$98.19	\$100.06	\$101.96
Technician 5 **	\$64.68	\$65.90	\$67.16	\$68.43	\$69.73
Technician 4 **	\$50.29	\$51.24	\$52.22	\$53.21	\$54.22
Technician 3 **	\$41.66	\$42.46	\$43.26	\$44.08	\$44.92
Technician 2 **	\$38.80	\$39.54	\$40.29	\$41.06	\$41.84
Technician 1 **	\$31.62	\$32.22	\$32.84	\$33.46	\$34.10
Administrative Support 1 **	\$37.14	\$37.84	\$38.56	\$39.29	\$40.04



Contractor Site:	MAS Option 2	MAS Option 2	MAS Option 2	MAS Option 2	MAS Option 2
Labor Categories	Year 11	Year 12	Year 13	Year 14	Year 15
Requirements Technical Analyst	\$91.76	\$93.50	\$95.28	\$97.09	\$98.93
Test and Evaluation Engineer	\$132.89	\$135.42	\$137.99	\$140.61	\$143.29
Test and Evaluation Technical Analyst	\$81.00	\$82.54	\$84.11	\$85.70	\$87.33
Acquisition and Integration Analyst	\$111.37	\$113.49	\$115.65	\$117.84	\$120.08
Solutions Team Lead/Senior Developer	\$149.35	\$152.18	\$155.07	\$158.02	\$161.02
Senior Software Developer	\$132.89	\$135.42	\$137.99	\$140.61	\$143.29
Support Team Lead/TIER II Support	\$101.25	\$103.17	\$105.13	\$107.13	\$109.17
Software Integration/Security IA	\$101.25	\$103.17	\$105.13	\$107.13	\$109.17
Operations Coordinator	\$82.27	\$83.83	\$85.43	\$87.05	\$88.70
Senior Developmental Test Pilot	\$151.87	\$154.76	\$157.70	\$160.70	\$163.75
Tier II Support	\$88.60	\$90.28	\$91.99	\$93.74	\$95.52
Software Trainer/Systems Support Analyst	\$94.92	\$96.73	\$98.56	\$100.44	\$102.34
Systems Team Logistics Analyst	\$88.60	\$90.28	\$91.99	\$93.74	\$95.52
Systems Team Lead/Senior Database Administrator	\$126.57	\$128.97	\$131.42	\$133.92	\$136.46
Functional and Tech FSR	\$82.27	\$83.83	\$85.43	\$87.05	\$88.70
Special Projects Coordinator	\$145.55	\$148.31	\$151.13	\$154.00	\$156.93
Maintenance Expert	\$101.25	\$103.17	\$105.13	\$107.13	\$109.17
Special Repair Activity (SRA), Senior Electronic Repair Tech	\$101.25	\$103.17	\$105.13	\$107.13	\$109.17
Avionics Maintenance Expert	\$101.25	\$103.17	\$105.13	\$107.13	\$109.17
Senior Aircraft Weapons System Support Team Lead/Maintenance Expert	\$113.90	\$116.07	\$118.27	\$120.52	\$122.81
Aircraft Weapons System Support/Maintenance Expert	\$105.05	\$107.04	\$109.08	\$111.15	\$113.26
Property Accountability Coordinator /Logistics Analyst	\$82.27	\$83.83	\$85.43	\$87.05	\$88.70
Senior Avionics Acquisition and Integration Analyst	\$113.90	\$116.07	\$118.27	\$120.52	\$122.81
Senior Sensor Acquisition and Integration Analyst	\$113.90	\$116.07	\$118.27	\$120.52	\$122.81
Senior C4ISR Acquisition and Integration Analyst	\$113.90	\$116.07	\$118.27	\$120.52	\$122.81
Developmental Test Pilot	\$139.22	\$141.87	\$144.56	\$147.31	\$150.11
Avionics Acquisition and Integration Analyst	\$107.57	\$109.62	\$111.70	\$113.82	\$115.99
Senior ASE Acquisition and Integration Analyst	\$113.90	\$116.07	\$118.27	\$120.52	\$122.81

Contractor Site:	MAS Option 2	MAS Option 2	MAS Option 2	MAS Option 2	MAS Option 2
Labor Categories	Year 11	Year 12	Year 13	Year 14	Year 15
Software Developer/Programmer	\$82.27	\$83.83	\$85.43	\$87.05	\$88.70
Technical Analyst Group (TAG) Senior Tech	\$135.42	\$137.99	\$140.62	\$143.29	\$146.01
TAG Technician 4	\$113.90	\$116.07	\$118.27	\$120.52	\$122.81
TAG Technician 3	\$101.25	\$103.17	\$105.13	\$107.13	\$109.17
TAG Technician 2	\$75.94	\$77.39	\$78.86	\$80.36	\$81.88
Field Service Representative	\$107.57	\$109.62	\$111.70	\$113.82	\$115.99
Application Security Specialist	\$94.92	\$96.73	\$98.56	\$100.44	\$102.34
Help Desk / Tier I Support Analyst	\$69.60	\$70.93	\$72.27	\$73.65	\$75.05
Information Technology Team Lead	\$151.87	\$154.76	\$157.70	\$160.70	\$163.75
Services Team Lead	\$126.57	\$128.97	\$131.42	\$133.92	\$136.46

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Technician 1	30081 - Engineering Technician I	15-4341 Rev 8
Administrative Support 1	01020 - Administrative Assistant	15-4341 Rev 8

The Service Contract Labor Standards (SCLS), 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 above. The prices awarded are in line with the geographic scope of the contract (i.e., nationwide) per the MAS Solicitation.

1c. Description of hourly services:**1. Commercial Job Title: Engineering Expert 2**

Minimum/General Experience: 10 or more years of directly related experience.

Functional Responsibility: Senior technical/engineering professional. Performs highly specialized and technical tasks associated with cutting-edge technologies. May serve as a technical consultant to a project or to a number of projects. Maintains current knowledge of relevant hardware systems, subsystems, components and parts and associated technologies. Possesses advanced knowledge of the principles, methods, and techniques used in the area of technical expertise. Provides expert scholarly advice. Attained high levels within military, Government and/or industry.

Minimum Education: M.S. degree in engineering or scientific discipline.

2. Commercial Job Title: Engineering Expert 1

Minimum/General Experience: 5 or more years of directly related experience.

Functional Responsibility: Senior technical/engineering professional. Performs highly specialized and technical tasks associated with cutting-edge technologies. May serve as a technical consultant to a project or to a number of projects. Maintains current knowledge of relevant hardware systems, subsystems, components and parts and associated technologies. Possesses advanced knowledge of the principles, methods, and techniques used in the area of technical expertise.

Minimum Education: B. S. degree in engineering or scientific discipline.

3. Commercial Job Title: Program Director

Minimum/General Experience: 10 or more years of directly related experience.

Functional Responsibility: Senior authority within the engineering/scientific/technical field providing management and/or expertise to complex and critical client projects. Responsibilities include project development from inception to deployment; the ability to provide guidance and direction in the required tasks; the management and control of funds and resources; and the capability for managing multi-task contracts.

Minimum Education: B.A./B.S. degree.

4. Commercial Job Title: Program Manager

Minimum/General Experience: 6 or more years of directly related experience.

Functional Responsibility: Manages assigned scientific or engineering programs and performs tasks in area of technical expertise. Supervises assigned technical and administrative staff.

Manages task performance; ensures that tasks under assigned projects are completed to the satisfaction of the client; and ensures quality assurance of project deliverables. Schedules, coordinates, directs, monitors, and reviews activities of staff. Performs contract administration duties such as preparation of monthly status report, budget development, task projections, and financial reviews and analysis. Interacts with clients, client staffs, vendors subcontractors, and other agencies on a regular basis to determine customer requirements.

Minimum Education: B.A./B.S. degree.

5. Commercial Job Title: Project Manager

Minimum/General Experience: 4 or more years of directly related experience.

Functional Responsibility: Manages assigned scientific or engineering projects and performs tasks in area of technical expertise. Supervises assigned project staff, manages task performance, and ensures that tasks under assigned projects are completed to the satisfaction of the client. Ensures quality assurance of project deliverables; performs contract administration duties such as preparation of monthly status report, and task projections; and interacts with clients on a regular basis to determine customer requirements, program workload, project status, and/or client satisfaction.

Minimum Education: B.A./B.S. degree.

6. Commercial Job Title: Task Manager

Minimum/General Experience: 1 or more years of directly related experience.

Functional Responsibility: Provides technical leadership on assigned engineering or technical tasks; assists in the development of technical project plans, proposals, reports, and task order reporting; and may serve as a technical/functional task lead. May have supervisory responsibility.

Minimum Education: B.A./B.S. degree.

7. Commercial Job Title: Subject Matter Expert

Minimum/General Experience: 10 or more years of directly related experience.

Functional Responsibility: Uses a wide application of principles, theories, concepts, and techniques to develop innovative solutions to exceptionally complex problems. Provides expert advice, assistance, or guidance in support of technical programs and projects. Applies expert knowledge to gather facts, research and analyze the data, and develop conclusions, recommendations, and implement / execute approved project plans.

Minimum Education: B.A./B.S. degree.

8. Commercial Job Title: Engineer 4

Minimum/General Experience: 8 or more years of directly-related experience.

Functional Responsibility: Conducts engineering design, testing, and documentation of various technical systems at a highly technical level at contractor and/or client sites. Provides technical support and subject matter expertise as requested. Engineers and designs various complex systems; performs highly technical engineering analyses for various systems; troubleshoots and repairs various systems and provides technical support to users; and develops test procedures and plans according to various specification documents. Analyzes and evaluates test results and provides impact assessments and design recommendations to client; identifies, documents, and evaluates functional requirements of clients; provides subject matter expertise for assigned areas; performs structural and design analyses of proposed equipment installation designs for various client sites; analyzes engineering designs to ensure equipment compatibility and proper performance; integrates and designs electrical/electronic controls, software, and mechanical systems; reviews, writes, and provides updates to technical documentation; develops mechanical and electrical drawings; identifies and assists with documentation of functional requirements for assigned projects; analyzes research and development plans; conducts research for system-related information as directed; and participates in design reviews, technical meetings, and briefings. May serve as a primary point of contact for clients.

Minimum Education: B.S. degree in engineering or scientific discipline. Electrical, mechanical, or industrial license desirable.

9. Commercial Job Title: Engineer 3

Minimum/General Experience: 5 or more years of directly-related experience.

Functional Responsibility: Conducts engineering design, testing, and documentation of various technical systems at a highly technical level at contractor and/or client sites. Provides technical support and subject matter expertise as requested. Engineers and designs various systems; performs engineering analyses; troubleshoots and repairs as required; develops test plans according to specifications; performs on-site system testing at client locations and reports test results to client; identifies and documents functional requirements of clients; and performs structural and design analyses of proposed equipment installation designs for various client sites. Integrates and designs electrical/electronic controls and mechanical systems; designs, fabricates, and installs hardware and related systems; reviews, writes, and provides updates to technical documentation; develops mechanical and electrical drawings; and identifies and assists with documentation of functional requirements for assigned projects.

Minimum Education: B.S. degree in engineering or scientific discipline.

10. Commercial Job Title: Engineer 2

Minimum/General Experience: 2 or more years of directly-related experience.

Functional Responsibility: Participates in the engineering design, testing, and documentation of various technical systems under general supervision; provides technical support and subject matter expertise as requested; and may serve as a technical team lead. Engineers and designs various systems; troubleshoots and repairs as required and provides technical support to users; identifies and documents functional requirements of clients; integrates and designs electrical/electronic controls, software, and mechanical systems; and fabricates and installs hardware and related systems. Reviews and provides updates to technical documentation; develops test plans according to specification documents; analyzes research and development plans; and conducts tests and evaluations of hardware and associated components.

Minimum Education: B.S. degree in engineering or scientific discipline.

11. Commercial Job Title: Safety Engineer

Minimum/General Experience: 10 or more years of directly related experience.

Functional Responsibility: Participates in system and subsystem development efforts and ensures prudent steps are considered throughout the acquisition and development processes. Recognize, investigate, and assess potential safety hazards associated with equipment (aircraft, vehicles, etc.). Establish processes and procedures to ensure system safety is considered in the design process and an operational feedback loop is established once the equipment is fielded. Reviews, analyzes, and interprets accident investigation reports and makes recommendations as to the potential risk mitigation efforts that could be implemented.

Minimum Education: B.A./B.S. degree in engineering, scientific, or related technical discipline.

12. Commercial Job Title: Senior Software Engineer

Minimum /General Experience: 10 or more years of directly related experience.

Functional Responsibility: Analyzes customer needs to determine functional requirements. Performs functional allocation to identify required tasks and their interrelationships. Identifies resources required for each task. Develops custom software solutions and systems necessary to fulfill customer requirements. Performs complex analysis, design, development, testing and implementation of software in support of a range of functional and technical environments. Develops solutions to problems involving network design analysis, database design, etc.

Minimum Education: B.S. degree in Computer Science, Information Systems, Engineering, or related technical discipline.

13. Commercial Job Title: Database Architect

Minimum /General Experience: 8 or more years of directly-related experience.

Functional Responsibility: Senior level database expert who manages or develops database projects. Provides highly technical expertise in the use of Data Base Management Systems (DBMS) concepts. Evaluates and recommends available DBMS products and services to support customer requirements. Defines file organization, indexing methods, security procedures, etc. for customer applications.

Minimum Education: B.A./B.S. degree in Computer Science, Information Systems, Engineering, or related technical discipline.

14. Commercial Job Title: Computer Specialist

Minimum/General Experience: 6 or more years of directly-related experience.

Functional Responsibility: Analyzes and studies complex system requirements. Designs software tools and subsystems to support software reuse and domain analyses and manages their implementation. Manages software development and support using formal specifications, data flow diagrams, computer-aided software engineering tools, or other accepted design techniques. Interprets software requirements and design specifications. Integrates and tests software components. Supervises software configuration management.

Minimum Education: B.A./B.S. degree in Computer Science, Information Systems, Engineering, or related technical discipline.

15. Commercial Job Title: Programmer Analyst

Minimum/General Experience: 3 or more years of directly-related experience.

Functional Responsibility: Analyzes functional applications and design specifications. Translates detailed designs into computer software. Creates and/or maintains operating systems, communications software, data base packages, compilers, assemblers, and utility programs. Tests, debugs, and refines computer software to produce the required product. Prepares required documentation, including both program-level and user-level documentation. Enhances software to reduce operating time or efficiency.

Minimum Education: B.A./B.S. degree in Computer Science, Information Systems, Engineering, or related technical discipline.

16. Commercial Job Title: Analyst 4

Minimum/General Experience: 8 or more years of directly-related experience.

Functional Responsibility: Provides the highest level of analytical expertise; applies advanced comprehensive knowledge of methodologies, theoretical concepts, principles, and practices in

specific professional, scientific, technical or project management disciplines; conducts and directs complex projects; and performs in a professional position requiring an in-depth knowledge. Responsible for ensuring compliance with technological standards throughout the project and operates with considerable latitude for un-reviewed actions or decisions. May serve as a primary point of contact for clients.

Minimum Education: B.A./B.S. degree or equivalent.

17. Commercial Job Title: Analyst 3

Minimum/General Experience: 5 or more years of directly-related experience.

Functional Responsibility: Applies developed skills and knowledge of techniques in a specific professional, scientific/engineering, technical or project management area. Under general supervision, performs a variety of assigned tasks including analysis, evaluation, troubleshooting and preparation of procedures and documentation. May be called to assist with presentations, task planning, resource coordination and/or budget development. Must be able to work independently or under general direction.

Minimum Education: B.A./B.S. degree or equivalent.

18. Commercial Job Title: Analyst 2

Minimum/General Experience: 2 or more years of directly-related experience.

Functional Responsibility: Applies skills and knowledge of techniques in a specific professional, scientific/engineering, technical or project management area. Analyzes, evaluates and makes recommendations as part of a team or under supervision of senior personnel. Performs installations, basic troubleshooting, and support functions. Performs in an entry-level professional level under close supervision and within well-defined guidelines. May be called to assist with presentations, task planning, resource coordination and/or budget development.

Minimum Education: B.A./B.S. degree or equivalent.

19. Commercial Job Title: Analyst 1

Minimum/General Experience: 0-2 years of directly-related experience.

Functional Responsibility: Applies developed skills and knowledge of techniques in a specific professional, scientific/engineering, or technical area. Analyzes, evaluates and makes recommendations as part of a team or under supervision of senior personnel. Performs installations, basic troubleshooting, and support functions. Performs in an entry-level professional level under close supervision and within well-defined guidelines. May be called to assist with presentations, task planning, resource coordination and/or budget development.

Minimum Education: B.A./B.S. degree or equivalent.

20. Commercial Job Title: Technical Writer

Minimum/General Experience: 5 or more years of experience.

Functional Responsibility: Collects and organizes technical information for preparation of user manuals, training materials, installation guides, and reports. Edits functional descriptions, system specifications, user manual reports, and other client deliverables.

Minimum Education: B.A./B.S. degree or equivalent.

21. Commercial Job Title: Senior Logistics Specialist

Minimum/General Experience: 10 years of advanced logistics support experience.

Functional Responsibility: Specializes in the full range of life cycle logistics support to include (but not limited to) the following: planning, organization, human performance analyses, requirements determination, feasibility analyses and long-term reliability and maintainability, program engineering analyses, trade studies, pre-deployment site surveys (PDSS), build deployment packages, and conduct worldwide team reception / staging / sustainment. Will develop, implement and supervise Integrated Logistic Support Plans (ILSP) for all project phases either individually or as part of a team.

Minimum Education: High School diploma or equivalent.

22. Commercial Job Title: Logistics Specialist

Minimum/General Experience: 5 years of logistics support experience.

Functional Responsibility: Provides logistic support services relative to the acquisition and Integrated Logistics Support (ILS) life cycle process as directed. May work independently or as a member of a team.

Minimum Education: High School diploma or equivalent.

23. Commercial Job Title: Technician 5

Minimum/General Experience: 7 years of directly-related experience.

Functional Responsibility: Performs in specific engineering and technical area using knowledge of principles, methods, and techniques acquired through extensive on-the-job or classroom training and practice. May work in one or more engineering specialties. Reviews technical action items and related documents to ensure electromagnetic effects considerations reflect technical and acquisition reform guidance; fabricates, installs, maintains, and repairs a wide range of electronic systems at a highly technical level; fabricates at the subcomponent, component, and unit levels; coordinates and schedules all test-related activities for assigned projects; and conducts research, drafts test plans, and analyzes test results.

Minimum Education: High School diploma or equivalent.

24. Commercial Job Title: Technician 4

Minimum/General Experience: 5 or more years of directly related experience.

Functional Responsibility: Performs in specific engineering and technical area using knowledge of principles, methods, and techniques acquired through extensive on-the-job or classroom training and practice. May work in one or more engineering specialties. Reviews technical action items and related documents to ensure electromagnetic effects considerations reflect technical and acquisition reform guidance; fabricates, installs, maintains, and repairs a wide range of electronic systems at a highly technical level; fabricates at the subcomponent, component, and unit levels; coordinates and schedules all test-related activities for assigned projects; and conducts research, drafts test plans, and analyzes test results.

Minimum Education: High School diploma or equivalent.

25. Commercial Job Title: Technician 3

Minimum/General Experience: 4 or more years of directly related experience.

Functional Responsibility: Performs in specific engineering and technical area using knowledge of principles, methods, and techniques acquired through extensive on-the-job or classroom training and practice. May work in one or more engineering specialties. Reviews technical action items and related documents to ensure electromagnetic effects considerations reflect technical and acquisition reform guidance; fabricates, installs, maintains, and repairs a wide range of electronic systems at a highly technical level; fabricates at the subcomponent, component, and unit levels; coordinates and schedules all test-related activities for assigned projects; and conducts research, drafts test plans, and analyzes test results.

Minimum Education: High School diploma or equivalent.

26. Commercial Job Title: Technician 2

Minimum/General Experience: 2 or more years of directly related experience.

Functional Responsibility: Performs in specific engineering and technical area using knowledge of principles, methods, and techniques acquired through extensive on-the-job or classroom training and practice. May work in one or more engineering specialties. Reviews technical action items and related documents to ensure electromagnetic effects considerations reflect technical and acquisition reform guidance; fabricates, installs, maintains, and repairs a wide range of electronic systems at a highly technical level; fabricates at the subcomponent, component, and unit levels; coordinates and schedules all test-related activities for assigned projects; and conducts research, drafts test plans, and analyzes test results.

Minimum Education: High School diploma or equivalent.

27. Commercial Job Title: Technician 1

Minimum/General Experience: 1 or more years of directly related experience.

Functional Responsibility: Performs in specific engineering and technical area using knowledge of principles, methods, and techniques acquired through extensive on-the-job or classroom training and practice. May work in one or more engineering specialties. Reviews technical action items and related documents to ensure electromagnetic effects considerations reflect technical and acquisition reform guidance; fabricates, installs, maintains, and repairs a wide range of electronic systems at a highly technical level; fabricates at the subcomponent, component, and unit levels; coordinates and schedules all test-related activities for assigned projects; and conducts research, drafts test plans, and analyzes test results.

Minimum Education: High School diploma or equivalent.

28. Commercial Job Title: Administrative Support 1

Minimum/General Experience: 1 year of experience in general office knowledge.

Functional Responsibility: Prepares standardized letters and documents from desk guides utilizing advanced MS Word capabilities. Sends and receives messages utilizing electronic mail. Prepares spreadsheets using MS Excel. Follows established procedures and routines relative to office operations and procedures. Learns customer-specific software through tutoring and on-the-job training.

Minimum Education: High School Diploma plus specialized training. College or administrative trade school experience desired.

29. Commercial Job Title: Requirements Technical Analyst

Minimum/General Experience: 2 years of experience developing and coordinating documents using the Joint Capabilities Integration and Development System (JCIDS) process.

Functional Responsibility: Provide analytical support including research, mission and capability analysis, systems operational characteristics definition, systems integration, test and evaluation, and logistics/interoperability analysis in support of the JCIDS process. Provide expertise in the development of input for identification, validation, and prioritization of acquisition programs. Develops and provides input for Analysis of Alternatives (AOA), Initial Capabilities Document (ICD), Capability Development Document (CDD), and Capability Production Document (CPD), detailing operational deficiencies, new required capabilities, and system modifications and/or upgrades to enable the organization to stay on the leading edge of technology.

Minimum Education: B.A./B.S. degree or equivalent.

30. Commercial Job Title: Test and Evaluation Engineer

Minimum/General Experience: 5 years of experience in planning and conducting tests.

Functional Responsibility: Develop test plans, coordinate test activities to include test range scheduling and planning, data collection, and processing. Apply and administer the requirements of Department of Defense (DoD) test regulations and procedures. Participate as a member of Technical Interface Meetings (TIM), Program Reviews, Test Integration Working Groups (TIWG), and System Safety Working Groups (SSWG). May require flight in military aircraft.

Minimum Education: B.A./B.S. degree in engineering or scientific discipline.

31. Commercial Job Title: Test and Evaluation Technical Analyst

Minimum/General Experience: 3 years of experience in planning and conducting test events.

Functional Responsibility: Participate in test events with the reduction of test data in preparation for formal test reporting. Edits and maintains test documents. Prepares test documents with the help of the test director and finalizes these documents in a specified format. May require flight in military aircraft.

Minimum Education: Associate's degree or equivalent.

32. Commercial Job Title: Acquisition and Integration Analyst

Minimum/General Experience: 8 years of experience with acquisition and systems integration tasks.

Functional Responsibilities: Provide technical, analytical, and project management support. Interprets and refines user requirements. Develops concise and accurate performance specifications and procurement documents. Estimates and evaluates cost and schedule, and monitors compliance with stated requirements. Recommends appropriate courses of action should technical problems arise, or user requirements change. May perform Non-Rated crewmember duties in support of engineering/evaluation flight tests of systems and subsystems.

Minimum Education: B.A./B.S. degree or equivalent.

33. Commercial Job Title: Solutions Team Lead/Senior Developer

Minimum/General Experience: 10 years of experience in programming and information architecture.

Functional Responsibility: Develop new ideas and technologies and turn them into assets in a rapid-prototyping environment. Provide technical leadership on complex projects; devise or modify procedures to solve complex business problems. Ensure that IT/DISA policies and procedures are implemented and regulatory processes are enforced. Work closely with the Senior Developers to ensure that project goals and timelines are being met. Ensure the security

and integrity of Software applications. Integrate new technologies into existing products. Development software in a variety of technologies and languages. Ensure that all developed software requiring a Certificate of Networthiness (CoN) is processed/tracked for a CoN by the team's Technology Specialist.

Minimum Education: B.A./B.S. degree in Computer Science, Information Systems, Engineering, or related technical discipline.

34. Commercial Job Title: Senior Software Developer

Minimum/General Experience: Minimum of 6 years software engineering or software development experience developing scalable, high-performance applications using .NET, C#/VB, WPF, MS SQL Server (v. 2000+).

Functional Responsibility: Provide technical leadership in the analysis, design, coding, testing, debugging, documentation, and on-going support of complex software solutions. Integrate new technologies into existing products. Break down team objectives into smaller software components/projects that can be delegated to junior software developers. Work closely with the junior software developers to ensure that project goals and timelines are met and provide technical guidance and training to junior software developers. Review/debug the work of other junior programmers and provide suggestions to improve code and prevent bugs in released code. Ensure the security and integrity of the team's applications. Coordinate the construction and maintenance of software with other senior/junior software developers. May act as a subject matter expert in business or functional areas.

Minimum Education: B.A./B.S. degree in Computer Science, Information Systems, Engineering, or related technical discipline.

35. Commercial Job Title: Support Team Lead/TIER II Support

Minimum/General Experience: 5 years of computer-based experience in the fields associated with Information Technology (IT) and Information Assurance (IA). A+ Certification. Network + Certification.

Functional Responsibility: Serves as the technical coordinator within the organization supporting aircraft automation systems by providing technical planning, analyzing, design, development, testing, configuration, integration, installation, implementation, quality assurance, maintenance, and management of network systems used for the transmission of information in voice, data and/or video. Work requires analyzing and defining network requirements and network infrastructures; configuring and optimizing network servers, hubs, bridges, routers, and switches; analyzing network workload and monitoring its capacity and performance; diagnosing and resolving network problems and developing backup and recovery procedures; installing, testing, maintaining and upgrading network operating systems software; and ensuring rigorous application of information security/assurance policies, principles, and practices in delivery of network services. Develops work plans, program logic, special instructions, and detailed flow charts covering processes covered and network service's needs.

Minimum Education: B.A./B.S. degree in Computer Science, Information Systems, Engineering, or related technical discipline.

36. Commercial Job Title: Software Integration/Security Information Assurance (IA)

Minimum/General Experience: 3 years of experience with IA programs to include DoD Information Assurance Certification and Accreditation Process (DIACAP), Security Technical Implementation Guides (STIG) reporting, Certificate of Net worthiness (CoN) submissions, and Information Assurance and Vulnerability Assessment (IAVA) tracking.

Functional Responsibility: Maintain a thorough understanding of the Department of Defense (DoD) Information Assurance Certification and Accreditation Process (DIACAP). Responsible for ensuring that the all developed software adheres to DoD IA standards. Subject matter expert for all software development related information security issues. This includes: maintaining a “best coding practices” and “required coding practices” for software development, reviewing and testing all software code being submitted for an initial/update Certificate of Net worthiness (CoN), identifying security weaknesses to software developers for revision prior to CoN submission, and providing technical guidance, advice, and assistance to organization personnel regarding software application security.

Minimum Education: B.A./B.S. degree in Computer Science, Information Systems, Engineering, or related technical discipline.

37. Commercial Job Title: Operations Coordinator

Minimum/General Experience: 5 years of experience serving as an operations officer within a military / government organization. Must have a thorough knowledge and understanding of program and project management theory, principles, and techniques in performing functions. Skilled in planning, organizing, and coordinating study groups.

Functional Responsibility: Provides senior level advice and assistance on a variety of mission related and administrative policy matters and subjects. Assist special functions in planning, organizing, tasking, guiding, and controlling significant activities and actions across internal and external agencies. As a consultant and advisor to senior leadership and coordinator on executive and administrative matters, aids in the development and recommends administrative policy affecting civilian and military employees of which most are senior level employees. Monitors policy and action item execution and compliance. Serves as the single face into the operations office for synchronization of all unit issues.

Minimum Education: B.A./B.S. degree or equivalent.

38. Commercial Job Title: Senior Developmental Test Pilot

Minimum/General Experience: 15 years of experience with military rotary wing aircraft. Minimum of 8 years’ experience with current aircraft and aircraft related technical systems development, architecture and integration. Minimum of 5 years’ experience in development of

systems design, systems applications, developmental and acceptance test including fielding and sustainment. Shall be qualified in the rotary wing aircraft. Shall be a graduate of Department of Defense (DoD) course of instruction for Instructor Pilot or Maintenance Test Pilot. Minimum flight hours: Total Time 3000 hours on rotary wing aircraft. Minimum of 1500 hours as Pilot-In-Command (PIC). Minimum of 100 hours under Night Vision Goggles (NVGs).

Functional Responsibilities: Provide subject matter expertise for the aviation platform that the individual is rated in. Must be knowledgeable of the aircraft-level qualification requirements and capable of interfacing effectively with aircraft subsystems and systems developers and airworthiness qualification engineers. Provide technical, analytical, and project management support for the integration of hardware, and software applications. Interprets and refines user requirements and develop potential integration solutions. Develops concise and accurate performance specifications and procurement documents. Monitors cost, schedule and compliance with stated requirements. Perform developmental and user acceptance flight tests for hardware and software systems and subsystems.

Minimum Education: B.A./B.S. in a technical or aviation-related field.

39. Commercial Job Title: TIER II Support

Minimum/General Experience: 4 years of experience providing technical support on information technology systems. Position requires experience with the MS Office applications and an in-depth knowledge of Windows operating systems.

Functional Responsibilities: Provide technical expertise and oversight to all networks (unclassified and classified) in a wired and wireless environment. Prioritize, track, and provide status updates for customer service requests while minimizing operational impact. Must have a working knowledge of Active Directory users and computers. Provide a seamless level of coordination between customers and C4I systems personnel. Develops new processes for addressing technical problems and updates SOPs. Manage technical support provided for IT hardware, Secret and Unclassified Video Teleconferences (VTC) and multi-media systems. Integrate new technology, systems, and software with existing automated data processing, teleconferencing and telecommunication systems and responsible to insure the interoperability and functionality of all. Provide technical guidance, advice and assistance to organization personnel as requested. Support a full range of hardware and software applications including personal computers, and network servers. Provides end-user support, troubleshoots problems and implements changes in assigned areas.

Minimum Education: Associate's degree or equivalent.

40. Commercial Job Title: Software Trainer/Systems Support Analyst

Minimum/General Experience: 5 years of experience conducting software testing and developing software training materials and classes. Position requires the ability to quickly pick up new system/software knowledge and create efficient training programs.

Functional Responsibilities: Test software and analyze training needs, develop training programs, conduct regular training classes as well as “on the spot” training sessions for supported systems/software. Test software and provide feedback to development team. Work independently to plan, organize, and conduct a wide range of software training activities for supported applications. Design, document, and conduct software training classes and individualized training sessions. Maintain and enhance training materials to accommodate system/software changes. Identify software bugs or system/software weaknesses that are causing users issues and relay them to the Software Development Team for review. Create and maintain user manuals.

Minimum Education: B.A./B.S. degree or equivalent.

41. Commercial Job Title: Systems Team Logistic Analyst

Minimum/General Experience: 5 years of experience in the management and control of automated logistical systems primarily related to aircraft support systems and supply support.

Functional Responsibilities: Provides advice, technical knowledge, guidance and assistance to all hardware customers, personnel at other installation staff agencies, functional specialists, and managers in performing their duties more effectively as pertains to a variety of automated logistical systems, e.g., ULLS-A, DSS, IETM, ETM, etc. Assist with the database performance by planning, developing, managing and securing databases. This includes the participation in the architecture and design strategy for individual projects and subject areas, as well as troubleshooting and support of underperforming aspects of the production database environments. In support of this position, must apply a comprehensive knowledge of supply programs, operations and managerial responsibilities and their interrelationship with other standard Army automated systems.

Minimum Education: B.A./B.S. degree or equivalent.

42. Commercial Job Title: Systems Team Lead/ Senior Database Administrator

Minimum/General Experience: 6 years of experience in an information database position. Position requires and intimate knowledge of MS SQL Server 2005 and all of the related functions and interfaces; ability to write T-SQL scripts, Stored Procedures, Functions and Triggers; and a thorough understanding of Data Maintenance, Database Performance Tuning, and Process Improvement.

Functional Responsibilities: Supports Information Technology System Architecture maintenance and evolution for multiple sites. Serves as the principle coordinator on information systems management. Provides staff with technical advice on operations and maintenance of the automated system and on the capabilities of Automated Data Processing equipment and software. Serves as Systems/Network Administrator, Systems/Database Analyst, Internet Webmaster, Information Security Administrator and provides Customer Support. Performs integration of hardware and software components assuring software and systems quality and functionality. Defines and maintains network architecture and infrastructure. Analyzes network

workload and monitors network capacity and performance. Maintains compatibility of all organization information systems and applications. Monitors the automated systems to include troubleshooting, problem solving, upgrading, and debugging. Oversees implementation of upgrades and change packages to the system, ensuring timely output consistent with regulatory requirements on both networked and stand-alone equipment. Restores system failures and devises recovery plans as required.

Minimum Education: B.A./B.S. degree or equivalent.

43. Commercial Job Title: Functional and Tech FSR

Minimum/General Experience: 6 years of experience in supporting automated maintenance tools.

Functional Responsibilities: Provide functional and technical support for a myriad of automated systems and software programs. Software programs will include: ULLS-A(E) Log Book, Quality Control, Production Control, Back Shops, Decision Support Systems, Flight Operations, Deployable Server, Supply, Aircraft Configuration Manager, Commander Dashboard, AimIT, TRMS, ALSE, ARMS, BTAV, Digital Data Repository, Aircrew Training Program, VADR, and VIDS.

Minimum Education: High School diploma or equivalent

44. Commercial Job Title: Special Projects Coordinator

Minimum/General Experience: 8 years of experience in aviation logistics and sustainment

Functional Responsibilities: Serves as the senior logistics advisor and project coordinator. Duties span broad and various elements of acquisition and logistics, requiring technical expertise and knowledge of aviation logistics, sustainment, and configuration management.

Minimum Education: B.A./B.S. degree or equivalent.

45. Commercial Job Title: Maintenance Expert

Minimum/General Experience: 8 years of experience with military aircraft.

Functional Responsibilities: Provides maintenance expertise and logistics support to the aviation community. Provides technical support for all aviation assets and support systems. Provides recommendations on equipment and maintenance procedures that will increase reliability, availability and maintainability. Serves as the subject matter expert for newly developed and acquired maintenance management and logistics support automation programs. Ensures that support considerations are an integral part of the system's design requirements, that the system can be cost-effectively supported throughout its life-cycle, and that the infrastructure elements necessary for the initial fielding and operational support of the system are identified, developed and acquired. Provide support in evaluating compatibility, interoperability, and system integration to ensure user required capabilities can be satisfied. Identify, consider, and

trade-off support considerations with other system cost, schedule and performance elements to arrive at an optimum balance of system requirements that meet the user's operational and readiness requirements. Recommend specific or alternate design measures and materiel management perspective of assigned equipment, which will increase maintainability, reliability or suitability. Evaluate reported problems with respect to total system effect, note possible trends, and determine probable resolution. Assist in the management of low density, commercial, and closed-loop systems and subsystems.

Minimum Education: Associate's degree or equivalent.

46. Commercial Job Title: Special Repair Activity (SRA) Senior Electronic Repair Technician

Minimum/General Experience: 8 years of experience repairing electronics on aircraft systems and subsystems.

Functional Responsibilities: Provides specialized electronic design, diagnostics, integration, and repair of electronic components on aircraft. Position requires the ability to troubleshoot and repair supported equipment down to component level on circuit cards, motherboards, equipment housings, and wiring harnesses.

Minimum Education: Associate's degree or equivalent.

47. Commercial Job Title: Avionics Maintenance Expert

Minimum/General Experience: 8 years of experience with military aircraft and avionics systems.

Functional Responsibilities: Provides maintenance and logistics support for avionics systems. Provides technical support for all avionics assets and support systems. Provides recommendations on equipment and maintenance procedures that will increase reliability, availability and maintainability of avionics systems. Assess interoperability and commonality of components/systems. Ensures that support considerations are an integral part of the system's design requirements, that the system can be cost-effectively supported throughout its life-cycle, and that the infrastructure elements necessary for the initial fielding and operational support of the system are identified, developed and acquired. Provide support in evaluating compatibility, interoperability, and system integration to ensure user required capabilities can be satisfied. Identify, consider, and trade-off support considerations with other system cost, schedule and performance elements to arrive at an optimum balance of system requirements that meet the user's operational and readiness requirements. Recommend specific or alternate design measures and materiel management perspective of assigned equipment, which will increase maintainability, reliability or suitability

Minimum Education: Associate's degree or equivalent.

**48. Commercial Job Title: Senior Aircraft Weapon System Support Team
Lead/Maintenance Expert**

Minimum/General Experience: 10 years of experience with military aircraft and weapons systems.

Functional Responsibilities: Provides the technical coordination and leadership within the Weapon Support Team. Position requires the ability to provide technical planning, analyzing, testing, configuration management, integration, installation, implementation, quality assurance, maintenance training, and management of numerous weapon systems on-board military aircraft.

Minimum Education: Associate's degree or equivalent.

49. Commercial Job Title: Aircraft Weapon System Support Maintenance Expert

Minimum/General Experience: 6 years of experience with military aircraft and weapons systems.

Functional Responsibilities: Provides technical support for all weapon systems and subsystems. This includes: troubleshooting and repairing weapons systems, evaluating reported problems with respect to total system effect, noting possible trends, and determining probable resolution, developing training aides/courseware, and conducting formal and informal weapon systems and subsystems training.

Minimum Education: H.S. diploma or equivalent

50. Commercial Job Title: Property Accountability Coordinator/Logistics Analyst

Minimum/General Experience: 2 years of experience as a trained and certified Property Book Manager with a thorough knowledge of applicable supply and property book regulations, directives and Standard Operating Procedures (SOPs) to manage and control equipment, property and supplies

Functional Responsibility: Aids, administers, plans, and coordinates the facility property management program. The position is characterized by the management of inventory scheduling of Hand Receipt Holder Accounts and proper and timely keeping of all account property records for the Accountable Officer. Additionally, this position has coordination responsibility, which also entails the management of the records for all leased, loaned and borrowed equipment, and the management of the records for all equipment transferred into and out of the Property Book Office. Ensures that all requisitions for the purchase of equipment, property, and supplies are properly reviewed for authorization and processed according to all applicable regulations.

Minimum Education: Associate's degree or equivalent.

51. Commercial Job Title: Senior Avionics Acquisition and Integration Analyst

Minimum/General Experience: 10 years of experience working in military aviation is required; 7 years of which involved direct experience with avionics systems and subsystems.

Functional Responsibility: Provide subject matter expertise for avionics systems and subsystems being procured and fielded. Must be knowledgeable of the component and aircraft level qualification requirements, and capable of interfacing effectively with aircraft systems integrators and systems engineers. Provide technical, analytical, and program management support for avionics. Develops concise and accurate performance specifications and acquisition documents. Estimates and evaluates cost and schedule, and monitors compliance with stated requirements.

Minimum Education: B.A./B.S. degree or equivalent.

52. Commercial Job Title: Senior Sensor Acquisition and Integration Analyst

Minimum/General Experience: 10 years of experience working in military aviation is required; 7 years of which involved direct experience with sensor systems and subsystems.

Functional Responsibility: Provide subject matter expertise of sensor systems and subsystems being procured and fielded. Must be knowledgeable of the component and aircraft level qualification requirements and capable of interfacing effectively with aircraft systems integrators and systems engineers. Provide technical, analytical, and program management support for sensor systems and subsystems. Develops concise and accurate performance specifications and acquisition documents. Estimates and evaluates cost and schedule, and monitors compliance with stated requirements.

Minimum Education: B.A./B.S. degree or equivalent.

53. Commercial Job Title: Senior C4ISR Acquisition and Integration Analyst

Minimum/General Experience: 10 years of experience working in military aviation is required; 7 years of which involved direct experience with C4ISR systems and subsystems.

Functional Responsibility: Provide subject matter expertise of Command, Control, Communications, Computer, Intelligence, Surveillance and Reconnaissance (C4ISR) systems being procured and fielded. Must be knowledgeable of the component and aircraft level qualification requirements and capable of interfacing effectively with aircraft systems integrators and systems engineers. Provide technical, analytical, and program management support for C4ISR systems and subsystems. Develops concise and accurate performance specifications and acquisition documents. Estimates and evaluates cost and schedule, and monitors compliance with stated requirements.

Minimum Education: B.A./B.S. degree or equivalent.

54. Commercial Job Title: Developmental Test Pilot

Minimum/General Experience: Minimum of 10 years of experience with military rotary wing aircraft. Minimum of 4 years' experience with current aircraft and aircraft related technical systems development, architecture and integration. Minimum of 3 years' experience in development of systems design, systems applications, developmental and acceptance test including fielding and sustainment. Shall be qualified in rotary wing aircraft. Minimum flight hours: Total Time 1500 hours on rotary wing aircraft. Minimum of 750 hours as PIC. Minimum of 100 hours under Night Vision Goggle.

Functional Responsibility: Provide subject matter expertise for the aviation platform that the individual is rated in. Must be knowledgeable of the aircraft level qualification requirements and capable of interfacing effectively with aircraft subsystems and systems developers and airworthiness qualification engineers. Provide technical, analytical, and project management support for the integration of hardware, and software applications. Interprets and refines user requirements and develop potential integration solutions. Develops concise and accurate performance specifications and procurement documents. Monitors cost, schedule and compliance with stated requirements. Perform developmental and user acceptance flight tests for hardware and software systems and subsystems.

Minimum Education: B.A./B.S. in a technical or aviation-related field.

55. Commercial Job Title: Avionics Acquisition and Integration Analyst

Minimum/General Experience: 5 years' experience working in military aviation is required; 4 years of which involved direct experience with avionics systems and subsystems.

Functional Responsibility: Provide subject matter expertise for avionics systems and subsystems being procured and fielded. Must be knowledgeable of the component and aircraft level qualification requirements, and capable of interfacing effectively with aircraft systems integrators and systems engineers. Provide technical, analytical, and program management support for avionics. Develops concise and accurate performance specifications and procurement documents. Estimates and evaluates cost and schedule and monitors compliance with stated requirements.

Minimum Education: B.A./B.S. degree or equivalent.

56. Commercial Job Title: Senior ASE Acquisition and Integration Analyst

Minimum/General Experience: 10 years' experience working in military aviation is required; 5 years of which involved direct experience with aircraft survivability equipment systems and subsystems.

Functional Responsibility: Provide subject matter expertise for systems and subsystems being procured and fielded. Must be knowledgeable of the component and aircraft level qualification requirements, and capable of interfacing effectively with aircraft systems integrators and systems

engineers. Provide technical, analytical, and program management support for ASE systems and subsystems. Develops concise and accurate performance specifications and procurement documents. Estimates and evaluates cost and schedule and monitors compliance with stated requirements.

Minimum Education: B.A./B.S. degree or equivalent.

57. Commercial Job Title: Software Developer/Programmer

Minimum/General Experience: 2 or more years of directly related experience.

Functional Responsibility: Work with the other software developers to analyze and devise complex software solutions, as well as delegate tasks to and mentor the team's junior developers. Participates in application design and development discussions with clients, management, and other developers to determine client needs and ensure that products adhere to established specifications and standards. Perform moderately complex modification, testing and debugging tasks on vendor supplied utilities and packages to ensure fit with requested operating environment. Provide and maintain proper documentation related to source code, and other documentation as directed. Work as part of the Software team to develop new software products in a variety of technologies and languages as directed. Review/debug the work of other junior programmers and provide suggestions to improve code.

Minimum Education: B.A./B.S. degree or equivalent.

58. Commercial Job Title: Technical Analyst Group (TAG) Senior Technician

Minimum/General Experience: 10 years of experience working in military aviation is required; 6 years of which involved direct experience (supporting analysis, development, technical, and correcting fielding issues of equipment) with highly complex aircraft systems.

Functional Responsibility: Provide subject matter expertise and team leadership for aircraft technical analyses, to include: developing system/sub-system level functional diagrams; troubleshooting of aircraft avionics, communications, navigation, electrical, sensors, electronic countermeasures, flight control, power train control/indication, power plant and weapon systems (aircraft systems/sub-systems), both on and off aircraft. Additionally, develop Maintenance Operational Checks (MOCs) and Fault Isolation Procedures (FIP). Provide expert-level technical, analytical, and systems diagnostic support for helicopters and support systems. Provide expert-level troubleshooting and maintenance technical services to resolve problems encountered during the development, integration, fielding, operations and sustainment of all aircraft and equipment. Provide expert-level on/off aircraft and equipment technical investigations and analysis to determine the cause of reported abnormal symptoms or undesirable performance and provide recommendations to eliminate, correct, or preclude reoccurrence of reported deficiencies.

Minimum Education: Associate's degree or equivalent

59. Commercial Job Title: Technical Analyst Group (TAG) Technician IV

Minimum/General Experience: 8 years of experience working in military aviation is required; 6 years of which involved direct experience (supporting analysis, development, technical, and correcting fielding issues of equipment) with highly complex aircraft systems.

Functional Responsibility: Provide subject matter expertise and team leadership for aircraft technical analyses, to include: developing system/sub-system level functional diagrams; troubleshooting of aircraft avionics, communications, navigation, electrical, sensors, electronic countermeasures, flight control, power train control/indication, power plant and weapon systems (aircraft systems/sub-systems), both on and off aircraft. Additionally, develop Maintenance Operational Checks (MOCs) and Fault Isolation Procedures (FIP). Provide expert-level technical, analytical, and systems diagnostic support for helicopters and support systems. Provide expert-level troubleshooting and maintenance technical services to resolve problems encountered during the development, integration, fielding, operations and sustainment of all aircraft and equipment. Provide expert-level on/off aircraft and equipment technical investigations and analysis to determine the cause of reported abnormal symptoms or undesirable performance and provide recommendations to eliminate, correct, or preclude reoccurrence of reported deficiencies.

Minimum Education: Associate's degree or equivalent.

60. Commercial Job Title: Technical Analyst Group (TAG) Technician III

Minimum/General Experience: 6 years of experience working in military aviation is required; 4 years of which involved direct experience (supporting analysis, development, technical, and correcting fielding issues of equipment) with highly complex aircraft systems.

Functional Responsibility: Provide subject matter expertise and team leadership for aircraft technical analyses, to include: developing system/sub-system level functional diagrams; troubleshooting of aircraft avionics, communications, navigation, electrical, sensors, electronic countermeasures, flight control, power train control/indication, power plant and weapon systems (aircraft systems/sub-systems), both on and off aircraft. Additionally, develop Maintenance Operational Checks (MOCs) and Fault Isolation Procedures (FIP). Provide expert-level technical, analytical, and systems diagnostic support for helicopters and support systems. Provide expert-level troubleshooting and maintenance technical services to resolve problems encountered during the development, integration, fielding, operations and sustainment of all aircraft and equipment. Provide expert-level on/off aircraft and equipment technical investigations and analysis to determine the cause of reported abnormal symptoms or undesirable performance and provide recommendations to eliminate, correct, or preclude reoccurrence of reported deficiencies.

Minimum Education: Associate's degree or equivalent.

61. Commercial Job Title: Technical Analyst Group (TAG) Technician II

Minimum/General Experience: 4 years of experience working in military aviation is required; 3 years of which involved direct experience (supporting analysis, development, technical, and correcting fielding issues of equipment) with highly complex aircraft systems.

Functional Responsibility: Provide subject matter expertise and team leadership for aircraft technical analyses, to include: developing system/sub-system level functional diagrams; troubleshooting of aircraft avionics, communications, navigation, electrical, sensors, electronic countermeasures, flight control, power train control/indication, power plant and weapon systems (aircraft systems/sub-systems), both on and off aircraft. Additionally, develop Maintenance Operational Checks (MOCs) and Fault Isolation Procedures (FIP). Provide expert-level technical, analytical, and systems diagnostic support for helicopters and support systems. Provide expert-level troubleshooting and maintenance technical services to resolve problems encountered during the development, integration, fielding, operations and sustainment of all aircraft and equipment. Provide expert-level on/off aircraft and equipment technical investigations and analysis to determine the cause of reported abnormal symptoms or undesirable performance and provide recommendations to eliminate, correct, or preclude reoccurrence of reported deficiencies.

Minimum Education: Associate's degree or equivalent.

62. Commercial Job Title: Field Service Representative

Minimum/General Experience: 10 years of experience working in military aviation is required. Minimum of 5 years with direct experience in aircraft maintenance, Research and Development, Integration, Logistics and Fielding of equipment.

Functional Responsibility: Provide subject matter expertise for helicopter and equipment procured, integrated, and/or fielded by the Program Manger (PM). Shall be knowledgeable of aircraft component integration and testing/qualification requirements and be capable of interfacing effectively with aircraft systems and component integrators and systems engineers. Serve as the field engineer/representative to the support user. Provide support, as required, to the Safety of Flight Review Board (SOFRB) for the aircraft. Provide technical, analytical and program management support for the helicopter, subsystems and system upgrade programs. Assist in the interpretation and refinement of user requirements. Assist in the evaluation of cost and schedule and monitor vendor compliance with stated requirements. Evaluate modified aircraft from the Depot production facility. Provide technical information for user submitted Quality Deficiency Reports and System Safety Working Group. Interact with the user on aircraft fielding and readiness issues as the onsite field service and flight representative.

Minimum Education: Associate's degree or equivalent.

63. Commercial Job Title: Application Security Specialist

Minimum/General Experience: 3 years of experience in a software development or Information Assurance (IA) related position, acquainted with Department of Defense (DoD) and Department of the Army (DA) regulations governing all approved procedures for procurement and latest standards for IT to include hardware and software.

Functional Responsibility: Maintain a thorough understanding of the DoD Information Assurance Certification and Accreditation Process DIACAP, responsible for ensuring that the all developed software adheres to DoD IA standards, act as the SME to the development team for all software development related information security issues, responsible for reviewing and testing all code being submitted for an initial/update Certificate of Net worthiness (CoN), and identifying security weaknesses to software developers for revision prior to CoN submission, provide technical guidance, advice, and assistance to organization personnel regarding software application security, maintain a working knowledge of all supported systems/software and their impact on issues, provides end-user support, and troubleshoot as necessary.

Minimum Education: B.A./B.S. degree or equivalent.

64. Commercial Job Title: Help Desk/Tier I Support Analyst

Minimum/General Experience: 2 years of relevant experience

Functional Responsibility: Provide basic information technology assistance to customers. This includes ensuring all DoD standards are met, facilitating the remediation of user detected systems issues and provides general help to the end user.

Minimum Education: Associate's degree or equivalent.

65. Commercial Job Title: Information Technology Team Lead

Minimum/General Experience: 7 years of proven experience managing and/or directing an IT operation.

Functional Responsibility: Formulate and deploy long-term strategic plans for acquiring and enabling efficient and cost-effective information processing and communication technologies. Manage IT department operational and strategic planning, including business requirements and project planning. Manage IT staffing, including recruitment, supervision, scheduling, development and evaluation. Establish and maintain regular written and in-person communications with the organization's executives, department heads, and end users regarding pertinent IT activities. Oversee provision of end-user services, including help desk and technical support services. Develop and implement all IT policies and procedures, including those for architecture, security, disaster recovery, standards, purchasing, and service provision. Develop business case justifications and cost/benefit analyses for IT spending and initiatives. Direct research on potential technology solutions and implementations in support of new initiatives, opportunities, and procurement efforts required by the customer. Authorize and oversee the

deployment, monitoring, maintenance, development, and support of all hardware and software based on department needs.

Minimum Education: B.S. degree in Computer Science, Information Systems, Engineering, or related technical discipline.

66. Commercial Job Title: Services Team Lead

Minimum/General Experience: 6 years of experience in the information technology field.

Functional Responsibility: Oversee the entire Tier I, Tier II, and FSR staff and ensure that end users are receiving the appropriate assistance. This includes the responsibility for managing all procedures related to the identification, prioritization, and resolution of end user help requests, including the monitoring, tracking, and coordination of service support functions. The Services Team Lead will also contribute to problem resolution by giving in-person, hands-on support to end users at the desktop level.

Minimum Education: B.A./B.S. degree or equivalent.



Equivalency / Substitution Relationship Chart

Labor Category	Min Edu	Min Exp	PhD	Masters	Bachelors	Associate	High School
Engineering Expert 2	Masters	10	8	10	12	NA	NA
Engineering Expert 1	Bachelors	5	1	3	5	NA	NA
Program Director	Bachelors	10	6	8	10	12	14
Program Manager	Bachelors	6	2	4	6	8	10
Project Manager	Bachelors	4	0	0	4	6	8
Task Manager	Bachelors	1	0	0	1	3	5
Subject Matter Expert	Bachelors	10	6	8	10	12	14
Engineer 4	Bachelors	8	4	6	8	NA	NA
Engineer 3	Bachelors	5	1	3	5	NA	NA
Engineer 2	Bachelors	2	0	0	2	NA	NA
Safety Engineer	Bachelors	10	6	8	10	NA	NA
Senior Software Engineer	Bachelors	10	6	8	10	NA	NA
Database Architect	Bachelors	8	4	6	8	10	12
Computer Specialist	Bachelors	6	2	4	6	8	10
Programmer Analyst	Bachelors	3	0	1	3	5	7
Analyst 4	Bachelors	8	4	6	8	10	12
Analyst 3	Bachelors	5	1	3	5	7	9
Analyst 2	Bachelors	2	0	0	2	4	6
Analyst 1	Bachelors	0	0	0	0	2	4
Technical Writer**	Bachelors	5	1	3	5	7	9
Senior Logistics Specialist	High School	10	2	4	6	8	10
Logistics Specialist	High School	5	0	0	1	3	5
Technician 5**	High School	7	0	1	3	5	7
Technician 4**	High School	5	0	0	1	3	5
Technician 3**	High School	4	0	0	0	2	4
Technician 2**	High School	2	0	0	0	0	2



Labor Category	Min Edu	Min Exp	PhD	Masters	Bachelors	Associate	High School
Technician 1**	High School	1	0	0	0	0	1
Administrative Support 1**	High School	1	0	0	0	0	1
Requirements Technical Analyst	Bachelors	2	0	0	2	4	6
Test and Evaluation Engineer	Bachelors	5	1	3	5	NA	NA
Test and Evaluation Technical Analyst	Associates	3	0	0	1	3	5
Acquisition and Integration Analyst	Bachelors	8	4	6	8	10	12
Solutions Team Lead/Senior Developer	Bachelors	10	6	8	10	12	14
Senior Software Developer	Bachelors	6	2	4	6	8	10
Support Team Lead/TIER II Support	Bachelors	5	1	3	5	7	9
Software Integration/Security IA	Bachelors	3	0	1	3	5	7
Operations Coordinator	Bachelors	5	1	3	5	7	9
Senior Developmental Test Pilot	Bachelors	15	11	13	15	17	19
Tier II Support	Associates	4	0	0	2	4	6
Software Trainer/Systems Support Analyst	Bachelors	5	1	3	5	7	9
Systems Team Logistics Analyst	Bachelors	5	1	3	5	7	9
Systems Team Lead/Senior Database Administrator	Bachelors	6	2	4	6	8	10
Functional and Tech FSR	High School	6	0	0	2	4	6
Special Projects Coordinator	Bachelors	8	4	6	8	10	12
Maintenance Expert	Associates	8	2	4	6	8	10
Special Repair Activity (SRA), Sr Electronic Repair Tech	Associates	8	2	4	6	8	10
Avionics Maintenance Expert	Associates	8	2	4	6	8	10
Senior Aircraft Weapons System Support Team Lead/Maintenance Expert	Associates	10	4	6	8	10	12
Aircraft Weapons System Support/Maintenance Expert	High School	6	0	0	2	4	6
Property Accountability Coordinator/Logistics Analyst	Associates	2	0	0	0	2	4
Senior Avionics Acquisition and Integration Analyst	Bachelors	10	6	8	10	12	14
Senior Sensor Acquisition and Integration Analyst	Bachelors	10	6	8	10	12	14
Senior C4ISR Acquisition and Integration Analyst	Bachelors	10	6	8	10	12	14
Developmental Test Pilot	Bachelors	10	6	8	10	12	14



Labor Category	Min Edu	Min Exp	PhD	Masters	Bachelors	Associate	High School
Avionics Acquisition and Integration Analyst	Bachelors	5	1	3	5	7	9
Senior ASE Acquisition and Integration Analyst	Bachelors	10	6	8	10	12	14
Software Developer/Programmer	Bachelors	2	0	0	2	4	6
Technical Analyst Group (TAG) Senior Tech	Associates	10	4	6	8	10	12
TAG Technician 4	Associates	8	2	4	6	8	10
TAG Technician 3	Associates	6	0	2	4	6	8
TAG Technician 2	Associates	4	0	0	2	4	6
Field Service Representative	Associates	10	4	6	8	10	12
Application Security Specialist	Bachelors	3	0	1	3	5	7
Help Desk/Tier I Support Analyst	Associates	2	0	0	0	2	4
Information Technology Team Lead	Bachelors	7	3	5	7	9	11
Services Team Lead	Bachelors	6	2	4	6	8	10

2. **Maximum Order:** \$1,000,000
3. **Minimum Order:** \$100
4. **Geographic coverage:** CONUS, Hawaii
5. **Point of production:** Yorktown, Virginia 23692
6. **Discount from list prices or statement of net price:** Government Net Prices (discounts already deducted)
7. **Quantity discounts/
Dollar Volume:** None
8. **Prompt payment terms:** Payment terms are Net 30 days ARO
Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions, per I-FSS-600.
- 9a. **Notification that Government purchase cards are accepted up to the micro-purchase:** Will Accept
- 9b. **Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** Will Accept
10. **Foreign items:** None
- 11a. **Time of Delivery:** As negotiated with Ordering Activity
- 11b. **Expedited delivery:** As negotiated with Ordering Activity
- 11c. **Overnight & 2-day delivery:** N/A
- 11d. **Urgent Requirements:** Contact: Greg Stewart @ greg.stewart@cruzinc.us
12. **F.O.B. Points:** Destination



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- 13a. **Ordering address:** CRUZ ASSOCIATES, INC.
PO Box 1037
Yorktown, VA 23692
Phone (757) 833-7538
FAX (757) 833-7539
- 13b. **Ordering procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs) may be found in Federal Acquisition Regulation (FAR) 8.405-3.
14. **Payment address:** CRUZ ASSOCIATES, INC.
PO Box 1037
Yorktown, VA 23692
15. **Warranty provision:** N/A
16. **Export packaging charges:** N/A
17. **Terms & conditions of Government purchase card:** Contact Contractor
18. **Terms & conditions of rental, maintenance or repair:** N/A
19. **Terms & conditions of installation:** N/A
20. **Terms & conditions of repair parts:** N/A
- 20a. **Terms & conditions for any other services (If applicable):** N/A
21. **List of service points:** Yorktown, Virginia 23692
22. **List of participating dealers:** N/A
23. **Preventative Maintenance:** N/A
- 24a. **Special attributes:** N/A
- 24b. **EIT information:** N/A
25. **DUNS number:** 968903427

26. **System for Award Management (SAM) Database:** Cruz is registered, and the information is current in SAM database.