



# OAI CONSULTING

YOUR KEY TO PROFESSIONAL CONSULTING, MANAGEMENT AND TECHNOLOGY STRATEGIES

## GENERAL SERVICES ADMINISTRATION

### Federal Supply 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!**<sup>TM</sup>, a menu-driven database system. The INTERNET address for **GSA Advantage!**<sup>TM</sup> is:

<http://www.GSAAdvantage.gov>

**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, 2024  
Price list current as of Modification # PS-A812, effective February 4, 2020

**Contractor:** Ocean Associates, Incorporated (OAI)  
Registered Doing Business As (DBA)- OAI Consulting  
4007 N. Abingdon Street  
Arlington, VA 22207 2920

**Telephone:** (703) 388-9548

**FAX Number:** (815) 346-2574

**Web Site:** <http://www.OAIConsulting.com>

**E-mail:** [JohnEverett@OAIConsulting.com](mailto:JohnEverett@OAIConsulting.com)

**Contract Administration:** John T. Everett

**Business Size:** Women Owned Small Business



# **CUSTOMER INFORMATION:**

**1a. Table of Awarded Categories:**

Category	Category Description
541330ENG	Engineering Services
541370GIS	Geographic Information Systems (GIS) Services
541611	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
541620	Environmental Consulting Services
541715	Engineering Research and Development and Strategic Planning
611430	Professional and Management Development Training
OLM	Order Level Materials (OLM) - OLMs include direct materials, subcontracts for supplies and incidental services for which there is not a labor category specified in the FSS contract, other direct costs, and indirect costs. OLMs are purchased under the authority of the FSS Program and are not "open market items."

**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:** An additional discount of at least 5% shall apply for any task order issued for a period of performance that is one year or more (including option periods).

- 8. Prompt payment terms:** Net 30 days. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.
- 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 affect 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 are found in Federal Acquisition Regulation (FAR) 8.405-3.
- 14. Payment address(es):** Same as company address
- 15. Warranty provision:** Contractor’s standard commercial warranty.
- 16. Export Packing Charges (if applicable):** N/A to services.
- 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/](http://www.Section508.gov/).** N/A
- 25. Data Universal Numbering System (DUNS) number:** 129300799
- 26. Notification regarding registration in System for Award Management (SAM) database:** Registered

**Ocean Associates, Inc. has been awarded categories: 541330ENG, 541370GIS, 541611, 541620, 541715, 611430 and Order Level Materials.**

**541330ENG: Engineering Services** include: applying physical laws and principles of engineering in the design, development, and utilization of machines, materials, instruments, processes, and systems. Services may involve any of the following activities: provision of advice, concept development, requirements analysis, preparation of feasibility studies, preparation of preliminary and final plans and designs, provision of technical services during the construction or installation phase, inspection and evaluation of engineering projects, and related services.

**541370GIS: Geographic Information Systems (GIS)** include: services provided in support of environmental program include: cultural resource GIS (CRGIS); 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 to include aerial mapping); 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.

**541611: Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services** include: providing operating advice and assistance on administrative and management issues. Examples include: strategic and organizational planning, business process improvement, acquisition and grants management support, facilitation, surveys, assessment and improvement of financial management systems, financial reporting and analysis, due diligence in validating an agency's portfolio of assets and related support services, strategic financial planning, financial policy formulation and development, special cost studies, actuarial services, economic and regulatory analysis, benchmarking and program metrics, and business program and project management.

**541620: Environmental Consulting Services** include: providing advice and assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, and hazardous materials; Endangered species, wetland, watershed, and other natural resource management plans; Archeological and/or cultural resource management plans. This includes identifying problems (e.g., inspect buildings for hazardous materials), measure and evaluate risks, and recommend solutions. multi-disciplined staff of scientists, engineers, and other technicians with expertise in areas, such as air and water quality, asbestos contamination, remediation, ecological restoration, and environmental law such as Planning and Documentation Services for the development, planning, facilitation, coordination, and documentation of and/or for environmental initiatives (or mandates such as Executive Order 13693 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).

**541715: Engineering Research and Development and Strategic Planning** services include: conducting research and experimental development (except nanotechnology and biotechnology research and experimental development) in the physical, engineering and life sciences such as; such as agriculture, electronics, environmental, biology, botany, computers, chemistry, food, fisheries, forests, geology, health, mathematics, medicine, oceanography, pharmacy, physics, veterinary and other allied subjects. Typical tasks include, but are not limited to, 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; requirements analysis, cost/cost performance trade-off analysis, feasibility analysis, developing and completing fire safety evaluation worksheets as they relate to professional engineering services; operation and maintenance, evaluation of inspection, testing, and maintenance program for fire protection and life safety systems, program/project management, technology transfer/insertion, training and consulting.

**611430: Professional Management and Development Training** services include: offering an array of short duration courses and seminars for management and professional development. Training for career development may be provided directly to individuals or through employers' training programs, and courses may be customized or modified to meet the special needs of customers. Instruction may be provided in diverse settings, such as the establishment's or agency's training facilities, and through diverse means, such as correspondence, television, the Internet, or other electronic and distance-learning methods. The training provided may include the use of simulators and simulation methods. Examples include Training Services that are instructor led Training or Web Based Training of Education Courses, Course Development and Test Administration, Learning Management, and Internships; Environmental Training Services in order to meet Federal mandates and Executive Orders; training of agency personnel to deal with media and media responses; Logistics Training Services related to system operations, automated tools for supply and value chain management, property and inventory management, distribution and transportation management, and maintenance of equipment and facilities; Audit & Financial training services related to course development and instruction required to support audit, review, financial assessment and financial management activities.

**Order Level Materials (OLMs)** are supplies and/or services acquired in direct support of an individual task or delivery order placed against a Schedule contract or BPA. OLM pricing is not established at the Schedule contract or BPA level, but at the order level. Since OLMs are identified and acquired at the order level, the ordering contracting officer (OCO) is responsible for making a fair and reasonable price determination for all OLMs. OLMs are procured under a special ordering procedure that simplifies the process for acquiring supplies and services necessary to support individual task or delivery orders placed against a Schedule contract or BPA. Using this new procedure, ancillary supplies and services not known at the time of the Schedule award may be included and priced at the order level.

### **Background and Capabilities of OAI**

OAI Consulting is a registered DBA of Ocean Associates, Inc. OAI 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 other issues. We are generally known as Ocean Associates, Inc. within the Fisheries and Oceans community where we first began. 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 OAI 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 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. 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 of all types
- 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 and 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 regulatory 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 and on impacts of the Deepwater Horizon oil spill.
- 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 polices, 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. There is also a large photo collection of zoological park and aquarium facilities from around the world. 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.**

**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, non-governmental and international organizations, with special capabilities in conservation sciences, and related administration, regulations and issues. Kristin L. Vehrs owns the majority of the stock, with the balance owned by Dr. John Everett and their family trust.

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://OAIConsulting.com> .

Dr. Emory Anderson – Program coordination, biology, living resource assessment



Dr. Robert Brock – Science education, spatial planning, science/management of protected areas  
Col. Michael Broderick (USAF (Ret.)) – Management, business process, IT, logistics, DOD  
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 development & 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 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	Category	Awarded Labor Category	Min Edu	Min Exp	Site	GSA Price
1	541330ENG 541370GIS 541611 541620 541715 611430 OLM	Clerical/Administrative (General)**	High School	1	Both	\$ 51.94
2	541330ENG 541370GIS 541611 541620 541715 611430 OLM	Consultant	Bachelors	5	Both	\$ 88.73
3	541330ENG 541370GIS 541611 541620 541715 611430 OLM	Senior Consultant	Masters	10	Both	\$ 109.40
4	541330ENG 541370GIS 541611 541620 541715 611430 OLM	Supervisory Consultant	Masters	15	Both	\$ 121.55

5	541330ENG 541370GIS 541611 541620 541715 611430 OLM	Editor/Graphics Specialist	Bachelors	3	Both	\$ 58.35
6	541330ENG 541370GIS 541611 541620 541715 611430 OLM	Engineer	Bachelors	5	Both	\$ 88.73
7	541330ENG 541370GIS 541611 541620 541715 611430 OLM	Senior Engineer	Masters	10	Both	\$ 109.40
8	541330ENG 541370GIS 541611 541620 541715 611430 OLM	Project Manager	Ph.D.	15	Both	\$ 145.87
9	541330ENG 541370GIS 541611 541620 541715 611430 OLM	Junior Scientist/ Technician/Admin.	Bachelors	2	Both	\$ 51.06
10	541330ENG 541370GIS 541611 541620 541715 611430 OLM	Senior Technician/Admin	Bachelors	3	Both	\$ 76.58

11	541330ENG 541370GIS 541611 541620 541715 611430 OLM	Scientist	Bachelors	5	Both	\$ 76.58
12	541330ENG 541370GIS 541611 541620 541715 611430 OLM	Senior Scientist	Masters	10	Both	\$ 109.40
13	541330ENG 541370GIS 541611 541620 541715 611430 OLM	Systems Analyst I (Human, Biological, Integrated)	Bachelors	0	Both	\$ 46.54
14	541330ENG 541370GIS 541611 541620 541715 611430 OLM	Systems Analyst I (Physical and Technical)	Bachelors	0	Both	\$ 46.54
15	541330ENG 541370GIS 541611 541620 541715 611430 OLM	Systems Analyst II (Human, Biological, Integrated)	Bachelors	3	Both	\$ 75.83
16	541330ENG 541370GIS 541611 541620 541715 611430 OLM	Systems Analyst II (Physical and Technical)	Bachelors	3	Both	\$ 75.83



17	541330ENG 541370GIS 541611 541620 541715 611430 OLM	Senior Systems Analyst (Human, Biological, Integrated)	Bachelors	5	Both	\$ 83.84
18	541330ENG 541370GIS 541611 541620 541715 611430 OLM	Senior Systems Analyst (Physical and Technical)	Bachelors	5	Both	\$ 83.84
19	541330ENG 541370GIS 541611 541620 541715 611430 OLM	Principal Systems Analyst (Human, Biological, Integrated)	Masters	10	Both	\$ 98.40
20	541330ENG 541370GIS 541611 541620 541715 611430 OLM	Principal Systems Analyst (Physical and Technical)	Masters	10	Both	\$ 98.40
21	541330ENG 541370GIS 541611 541620 541715 611430 OLM	Technical Writer I	Bachelors	0	Both	\$ 32.82
22	541330ENG 541370GIS 541611 541620 541715 611430 OLM	Technical Writer II	Bachelors	3	Both	\$ 75.83

23	541330ENG 541370GIS 541611 541620 541715 611430 OLM	Senior Technical Writer	Masters	10	Both	\$ 94.02
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## 28. Service Contract Labor Standards (SCLS) Matrix

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

SCLS Matrix		
SCLS Labor Category	SCLS Equivalent Code – Title	WD Number
Clerical / Administrative (General)	01020 Administrative Assistant	2015-5635Revision 8 01/10/18

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	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+

Keywords to help users find us include: outreach, fish, ocean, fisheries, corals, environment, modeling, marine turtles, sharks, seals, sea lions, whales, dolphins, porpoise, mammals cetaceans NOAA, NOS, OAR, NWS, Sanctuary, sanctuaries, NMFS, FWS, USGS, EPA, NPS, BLM, BOEM, Reclamation, Interior, coastal, ship, Information Technology, Acquisition, Procurement, Admin, Administrative, Logistics, climate change, global warming, acidification, regulation, research, science, generator sets, acquisition support, strategic planning, program management, management consulting, NEPA, CITES, MMPA, Magnuson Act, river, coast, Greenhouse, gas, gasses, carbon dioxide, solar cycles, tornados, green energy, solar subsidies, renewable energy, global cooling, ENSO, weather, el Niño, zoos, aquariums, CITES, accreditation

## 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

**Keywords:** clerical, secretarial, administrative, receptionist, travel

### 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).

**Keywords:** engineering, Information Technology, economics, strategic planning, management consulting

### 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).

**Keywords:** GIS, administrative systems, history, geography, sociology

**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).

**Keywords:** Engineering, Information Technology, economics, strategic planning, management consulting

**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).

**Keywords:** composition, editing, graphics design, presentations, web pages

**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).

**Keywords:** engineering, architecture, quality, systems, information technology

### **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).

**Keywords:** engineering, architecture, renewable energy, systems, information technology

### **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).

**Keywords:** program management, project, supervision, planning, logistics

### **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).

**Keywords:** Science, filing systems, data storage, inventory, procurement systems

**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).

**Keywords:** Technician, administrative, economics, GIS, history

**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).

**Keywords:** science, geography, history, sociology, regulatory

**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).

**Keywords:** science, economics, GIS applications, history, geography

**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).

**Keywords:** ecosystems, administrative, acquisition, communities, culture

**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).

**Keywords:** systems engineering, modeling, GIS design, Information Technology, enforcement systems

**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).

***Keywords:*** ecosystems, communities, cultures, international relationships, anthropology

**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)

***Keywords:*** ships, ocean and atmospheric systems, biological, data acquisition and processing systems, data recording and analysis systems

**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)

***Keywords:*** Economics, History, Anthropology, Geography, Sociology

**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)

**Keywords:** systems engineering, modeling, GIS design and development, Information Technology, administrative systems

#### **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).

**Keywords:** Economics, History, Anthropology, Geography, Sociology

#### **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).

**Keywords:** acquisition systems, regulatory reporting, monitoring, computer systems, enforcement systems

#### **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).

**Keywords:** manuals, reports, procedures, brochures, guides

#### **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).

**Keywords:** manuals, reports, procedures, brochures, guides

#### **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).

**Keywords:** specifications, technical documentation, web page, presentations, outreach

\* 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.