

GENERAL SERVICES ADMINISTRATION

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Schedule for – Environmental Services

Federal Supply Group: 899

Class: F999

Contract Number: GS-10F-0507N

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Contract Period: July 24, 2003 through July 23, 2008

Contractor: Colorado State University
Sponsored Programs
601 South Howes
408 University Services Center

Business Size:
Non-Profit Business

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1a. Awarded Item Numbers:

SIN 899-1: ENVIRONMENTAL PLANNING SERVICES & DOCUMENTATION

- Environmental Impact Statements Under NEPA
- Endangered Species and/or Wetlands Analysis
- Watershed and Other Natural Resource Management Plans
- Archeological and/or Cultural Resource Management Plans
- Environmental Program Management and Environmental Regulation Development
- Economic, Technical and/or Risk Analysis
- Vulnerability Assessments
- Biochemical Protection
- Identification and Mitigation of Threats

SIN 899-7: GEOGRAPHIC INFORMATION SYSTEMS (GIS)

- Mapping and Cartography
- Natural Resource Planning
- Site Selection

- Migration Pattern Analysis
- Pollution Analysis
- Emergency Preparedness Planning
- Geologic Logs, Topographic Data, 3D/4D Interactive Visualization Packages
- Data Interpretation

1b. No model numbers; services only

1c. Job Category Descriptions and Hourly Rates:

Administrative Assistant. Administrative Assistants support the business operations for CEMML. Responsibilities include completion and processing of documents for employment, payroll, travel, registration, and purchase of supplies, services, and equipment, as well as arrangements and reservations for travel, management of project accounts, development of special financial reports, and management of human resources and related activities.

Level I: Fully operational assistant with work assignments within established systems, processes, and operations. Decision-making level is defined and the few choices available do not affect the standards of the operation because there is typically only one correct process. *Qualifications:* One year of general clerical experience or one year of university course work.

Level II: Job duties are similar to those at Level I but are more complex and varied. Decision making level is defined but multiple choices are available within established alternatives. *Qualifications:* Two years of general clerical experience. University course work may substitute on a year for year basis.

Level III: This level has the authority to design and implement procedures without prior approval. Work is more complex than Level II and the decision making is at the operational level. *Qualifications:* Three years of general clerical experience. University course work may substitute on a year for year basis.

Level IV: This level is similar to Level III but includes organizing and supervising support activities to ensure efficiency and consistent operation of the work unit. *Qualifications:* Four years of general clerical experience to include at least one year as at Level III. University course work may substitute on a year for year basis.

Level V: Job duties include accountability for subordinate unit supervisors. Decision making is at the operational level. Judgment is needed in the selection and interpretation of guidelines involved in choosing from multiple alternatives where all may be correct but one is better for the circumstances of that situation. *Qualifications:* Five years of general clerical experience to include two years at Level III. University course work may substitute on a year for year basis.

Business Manager. Business Managers coordinate the business operations and ensure compliance with university, state, and federal contracting laws and regulations.

Responsibilities include preparation of budgets, oversight of expenditures, coordination of resources, oversight of hiring activities, and resolution of personnel issues.

Level I: Fully operational assistant manager with responsibility for oversight of accounting transactions, account management, and recharge center activities. Supervise accounting technicians. *Qualifications:* Four years of experience with coordination of accounting activities, management of project accounts, and oversight of recharge center processes or two years of university course work with one year of lead work experience.

Level II: Fully operational assistant manager with responsibility for oversight of both accounting and human resources activities. Supervise administrative assistants and accounting technicians. *Qualifications:* Experience required for Level I plus experience with human resource activities, including recruiting and hiring regulations and general personnel management processes or four-year college degree and one year of lead work experience.

Level III: Manages all business operations and is accountable for work of subordinate unit supervisors. Develop budgets and provide oversight of accounting practices. Develop operational processes and ensure compliance with applicable laws and regulations. *Qualifications:* Ten years of experience with management of contracts, project accounts, and personnel management or four-year college degree and five years of work experience with contract and personnel management.

Cultural Resources Specialist. Cultural Resources Specialists must be dedicated professionals in the areas of Cultural Resources Management (CRM) and/or Historic Preservation (HP). They typically possess college degrees in Anthropology, Archaeology, History, Architecture, Landscape Architecture, Geography, Historic Preservation, Public Policy, Law, and related fields.

Level I: Working under supervision, Level I employees perform entry-level professional duties. Assignments are structured to provide training experience. There is no supervisory responsibility. *Qualifications:* Bachelor's degree in Cultural Resources Management or Historic Preservation, or equivalent based on work-related experience.

Level II: Although not an entry level position, Level II employees require moderate to close supervision depending on the difficulty of individual assignments. There is no supervisory responsibility. *Qualifications:* Bachelor's degree in cultural resources management and/or historic preservation, and 3 years of work-related experience; or an equivalent combination of additional education, training and experience.

Level III: Level III employees are expected to operate rather independently in a specialized phase of effort, with supervision usually exercised by a Senior Investigator. Although there is no supervisory responsibility, the Level III employee may function as a team leader, setting the pace of work for a group and showing other workers in the group how to perform assigned tasks. *Qualifications:* Bachelor's

degree in Cultural Resources Management and/or historic preservation, and 5 years of work-related experience, or an equivalent combination of a graduate degree and additional experience.

Level IV: This is a senior level professional and technical position. Work involves responsibility for a major aspect of a project or resource management program. Supervision may be exercised over small groups. *Qualifications:* Bachelor's degree and 10 years of work-related experience in the areas of cultural resources management and/or historic preservation; or a Master's degree with more than 5 years of experience; or a recent Ph.D.

Level V: This is the second most senior position, providing services for major cultural resource management projects, including coordination of scheduling commitments with experimental objectives and technical design criteria, and successful technical achievements within time and financial constraints. Assignments may be supervisory or non-supervisory. *Qualifications:* Master's degree with at least 10 years of work-related experience or Ph.D. with at least 5 years experience. Normally requires at least 5 years of experience at level IV managing projects and/or supervising teams.

Level VI: This is the most senior position of a professional and technical support staff providing services in the areas of cultural resources management and historic preservation. It has similar responsibilities and qualifications as Level V, but is generally reserved for professionals who fill policy positions and/or high-level program management positions within the Department of Defense or other Federal agency.

Environmental Planner. The Environmental Planner produces Environmental Impact Statements, Environmental Assessments, Integrated Natural Resources Management Plans, Environmental Management Manuals (under ISO 14000), Geographic Information System databases, National Environmental Policy Act documentation, and other environmental documentation and plans to ensure that management actions comply with all relevant environmental policies and regulations.

Level I: Working under supervision, Level I employees perform entry-level professional duties. Assignments are structured to provide training experience. There is no supervisory responsibility. *Qualifications:* Bachelor's degree in environmental planning or closely allied discipline, or equivalent based on work-related experience.

Level II: Although not an entry level position, Level II employees require moderate to close supervision depending on the difficulty of individual assignments. There is no supervisory responsibility. *Qualifications:* Bachelor's degree in environmental planning or closely allied discipline, and 3 years of work-related experience; or an equivalent combination of additional education, training and experience.

Level III: Level III employees are expected to operate rather independently in a specialized phase of effort, with supervision usually exercised by a Senior

Investigator. Although there is no supervisory responsibility, the Level III employee may function as a team leader, setting the pace of work for a group and showing other workers in the group how to perform assigned tasks. *Qualifications:* Bachelor's degree in environmental management or closely allied discipline, and 5 years of work-related experience, or an equivalent combination of a graduate degree and additional experience.

Level IV: This is a senior level professional and technical position. Work involves responsibility for a major aspect of a project or resource management program. Supervision may be exercised over small groups. *Qualifications:* Bachelor's degree in environmental planning or closely allied discipline, and 10 years of work-related experience, or a Master's degree with more than 5 years of experience; or a recent Ph.D.

Level V: This is the most senior position, providing services for major environmental planning projects, including coordination of scheduling commitments with experimental objectives and technical design criteria, and successful technical achievements within time and financial constraints. Assignments may be supervisory or non-supervisory. *Qualifications:* Master's degree in environmental planning or closely allied discipline with at least 10 years of work-related experience or Ph.D. with at least 5 years experience. Normally requires at least 5 years of experience at level IV managing projects and/or supervising teams.

GIS Analyst. The GIS Analyst determines the kind, quality and availability of spatial data required to support land management decision-making. The GIS Analyst is frequently called on to perform spatial analysis by manipulating and combining existing data to produce information and data layers that are conducive to making land management decisions. Programming of specific GIS algorithms may be required where off-the-shelf analysis tools are inadequate to produce needed information.

Level I: Working under supervision, Level I employees perform entry-level professional duties. Assignments are structured to provide training experience. There is no supervisory responsibility. *Qualifications:* Bachelor's degree in geography, cartography or closely allied discipline, or equivalent based on work-related experience.

Level II: Although not an entry level position, Level II employees require moderate to close supervision depending on the difficulty of individual assignments. There is no supervisory responsibility. *Qualifications:* Bachelor's degree in geography, cartography or closely allied discipline, and 3 years of work-related experience; or an equivalent combination of additional education, training and experience.

Level III: Level III employees are expected to operate rather independently in a specialized phase of effort, with supervision usually exercised by a Senior Investigator. Although there is no supervisory responsibility, the Level III employee may function as a team leader, setting the pace of work for a group and showing other workers in the group how to perform assigned tasks. *Qualifications:* Bachelor's

degree in geography, cartography or closely allied discipline, and 5 years of work-related experience, or an equivalent combination of a graduate degree and additional experience.

Level IV: This is a senior level professional and technical position. Work involves responsibility for a major aspect of a project or resource management program. Supervision may be exercised over small groups. *Qualifications:* Bachelor's degree in geography, cartography or closely allied discipline, and 10 years of work-related experience, or a Master's degree with more than 5 years of experience; or a recent Ph.D.

Level V: This is the most senior position, providing services for major resource management projects, including coordination of scheduling commitments with experimental objectives and technical design criteria, and successful technical achievements within time and financial constraints. Assignments may be supervisory or non-supervisory. *Qualifications:* Master's degree in geography, cartography or closely allied discipline with at least 10 years of work-related experience or Ph.D. with at least 5 years experience. Normally requires at least 5 years of experience at level IV managing projects and/or supervising teams.

GIS Technician. The GIS Technician is responsible for acquisition, input, quality control and routine analysis of spatial data within geographic information systems. Duties may include acquisition and digitizing of maps, acquisition of remotely sensed spatial data, data layer and physical map production, etc.

Level I: Fully operational technician with work assignments within established systems, processes, and operations. Decision-making level is defined and the few choices available do not affect the standards of the operation because there is typically only one correct process. *Qualifications:* One year of GIS or cartographic experience or one year of related university course work.

Level II: Job duties are similar to those at Level I but are more complex and varied. Decision making level is defined but multiple choices are available within established alternatives. *Qualifications:* Two years of GIS experience. Related university course work may substitute on a year for year basis.

Level III: This level has the authority to make work related decisions without prior approval. Work is more complex than Level II and the decision making is at the operational level. *Qualifications:* Three years of GIS experience. Related university course work may substitute on a year for year basis.

Level IV: This level is similar to Level III but includes organizing and supervising support activities to ensure completion according to project deadlines. *Qualifications:* Four years of GIS experience to include at least one year as at Level III. Related university course work may substitute on a year for year basis for GIS experience, but not for on-the-job experience at Level III.

Level V: Job duties include accountability for subordinate supervisors. Decision making is at the operational level. Judgment is needed in the selection and interpretation of guidelines involved in choosing from multiple alternatives where all may be correct but one is better for the circumstances of that situation.

Qualifications: Five years of GIS experience to include two years at Level III. Related university course work may substitute on a year for year basis for GIS experience, but not for supervisory work experience.

Graphic Artist. The graphic artist assists in project execution and reporting by developing original artwork, digital graphics, tables and figures and by effectively organizing those products with informative text in order to effectively communicate concepts to multiple audiences. **Qualifications:** Bachelor's degree in graphic design or related field, or a minimum of five years experience developing communication and advertising products. Experience with digital image processing and printing, publishing software, and other digital media.

Information Technology Specialist. The Information Technology Specialist performs duties related to computer programming, database management and systems administration.

Level I: Working under supervision, Level I employees perform entry-level professional duties. Assignments are structured to provide training experience. There is no supervisory responsibility. **Qualifications:** Bachelor's degree in computer science, or equivalent based on work-related experience.

Level II: Although not an entry level position, Level II employees require moderate to close supervision depending on the difficulty of individual assignments. There is no supervisory responsibility. **Qualifications:** Bachelor's degree in computer science, and 3 years of work-related experience, or an equivalent combination of additional education, training and experience.

Level III: Level III employees are expected to operate rather independently in a specialized phase of effort. **Qualifications:** Bachelor's degree in computer science, and 5 years of work-related experience or an equivalent combination of a graduate degree and additional experience. Post graduate training may be required to perform specialized duties.

Level IV: This is a senior level professional and technical position. Level IV employees are expected to manage tasks independent of supervision. Supervisory responsibilities may or may not be required. **Qualifications:** Bachelor's degree in computer science, and 10 years of work-related experience or an equivalent combination of a graduate degree and additional experience. Post-graduate training usually required to achieve and maintain competence in computer programming, database management and/or systems administration.

Level V: This is the most senior position, providing supervision of subordinate information technology specialists or providing a complete suite of information technology services required to assist in completion of multiple projects or entire management programs. *Qualifications:* Bachelor's degree in computer science, and 15 years of work-related experience or an equivalent combination of a graduate degree and additional experience. Post-graduate training usually required to achieve and maintain competence in computer programming, database management and/or systems administration.

Life Scientist. The Life Scientist participates in the design and execution of studies and projects related to living organisms, their interrelationships, and their relationships with the abiotic environment. A Life Scientist may specialize in the biology and/or ecology of one or more groups of organisms including mammals, birds, reptiles, amphibians, fish, insects, plants, microorganisms, etc.

Level I: Working under supervision, Level I employees perform entry-level professional duties. Assignments are structured to provide training experience. There is no supervisory responsibility. *Qualifications:* Bachelor's degree in Botany, Mammalogy, Herpetology, Entomology, Ornithology, Forestry, Range Management, Ecology, or other life-science discipline; or an equivalent based on work-related experience.

Level II: Although not an entry level position, Level II employees require moderate to close supervision depending on the difficulty of individual assignments. There is no supervisory responsibility. *Qualifications:* Bachelor's degree in any of the life science disciplines, and 3 years of work-related experience; or an equivalent combination of additional education, training and experience.

Level III: Level III employees are expected to operate rather independently in a specialized phase of effort, with supervision usually exercised by a Senior Investigator. Although there is no supervisory responsibility, the Level III employee may function as a team leader, setting the pace of work for a group and showing other workers in the group how to perform assigned tasks. *Qualifications:* Bachelor's degree in any of the life science disciplines, and 5 years of work-related experience, or an equivalent combination of a graduate degree and additional experience.

Level IV: This is a senior level professional and technical position. Work involves responsibility for a major aspect of a project or resource management program. Supervision may be exercised over small groups. *Qualifications:* Bachelor's degree and 10 years of work-related experience in any of the life science disciplines; or a Master's degree with more than 5 years of experience; or a recent Ph.D.

Level V: This is a senior level professional and technical position. Work involves responsibility for one or more major aspects of a project or projects or resource management program. Supervision may be exercised over groups of 5 or more employees. *Qualifications:* Master's degree with at least 10 years of work-related

experience or Ph.D. with at least 5 years experience. Normally requires at least 5 years of experience at level IV managing projects and/or supervising teams.

Level VI: This is the second most senior position, providing services for major natural resources management projects, including coordination of scheduling commitments with experimental objectives and technical design criteria, and successful technical achievements within time and financial constraints. Assignments may be supervisory or non-supervisory. *Qualifications:* Master's degree with at least 15 years of work-related experience or Ph.D. with at least 10 years experience. Normally requires at least 5 years of experience at level V managing projects and/or supervising teams.

Level VII: This is the most senior position of a professional and technical support staff providing services in the area of life sciences. It has similar responsibilities and qualifications as Level VI, but is generally reserved for professionals who fill policy positions and/or high-level program management positions within the Department of Defense or other Federal agency.

Physical Scientist. The Physical Scientist participates in the design and execution of studies and projects related to the physical world as it affects natural and cultural resources. The Physical Scientist may specialize in one or more areas including hydrology, geology, geomorphology, soil science, civil engineering, environmental engineering, etc.

Level I: Working under supervision, Level I employees perform entry-level professional duties. Assignments are structured to provide training experience. There is no supervisory responsibility. *Qualifications:* Bachelor's degree in Civil Engineering, Environmental Engineering, Hydrology, Geology, Geomorphology, Soil Science, or other physical-science discipline; or an equivalent based on work-related experience.

Level II: Although not an entry level position, Level II employees require moderate to close supervision depending on the difficulty of individual assignments. There is no supervisory responsibility. *Qualifications:* Bachelor's degree in any of the physical science disciplines, and 3 years of work-related experience; or an equivalent combination of additional education, training and experience.

Level III: Level III employees are expected to operate rather independently in a specialized phase of effort, with supervision usually exercised by a Senior Investigator. Although there is no supervisory responsibility, the Level III employee may function as a team leader, setting the pace of work for a group and showing other workers in the group how to perform assigned tasks. *Qualifications:* Bachelor's degree in any of the physical science disciplines, and 5 years of work-related experience, or an equivalent combination of a graduate degree and additional experience.

Level IV: This is a senior level professional and technical position. Work involves responsibility for a major aspect of a project or resource management program. Supervision may be exercised over small groups. *Qualifications:* Bachelor's degree and 10 years of work-related experience in any of the physical science disciplines; or a Master's degree with more than 5 years of experience; or a recent Ph.D.

Level V: This is a senior level professional and technical position. Work involves responsibility for one or more major aspects of a project or projects or resource management program. Supervision may be exercised over groups of 5 or more employees. *Qualifications:* Master's degree in any of the physical sciences with at least 10 years of work-related experience, or Ph.D. with at least 5 years experience. Normally requires at least 5 years of experience at level IV managing projects and/or supervising teams.

Level VI: This is the second most senior position, providing services for major natural resources management projects, including coordination of scheduling commitments with experimental objectives and technical design criteria, and successful technical achievements within time and financial constraints. Assignments may be supervisory or non-supervisory. *Qualifications:* Master's degree in with at least 15 years of work-related experience in the physical sciences, or Ph.D. with at least 10 years experience. Normally requires at least 5 years of experience at level V managing projects and/or supervising teams.

Level VII: This is the most senior position of a professional and technical support staff providing services in the area of physical sciences. It has similar responsibilities and qualifications as Level VI, but is generally reserved for professionals who fill policy positions and/or high-level program management positions within the Department of Defense or other Federal agency.

Program Manager. The Program Manager is responsible for broader aspects of individual projects as they relate to programmatic areas within the Center for Environmental Management of Military Lands. The Program Manager oversees and coordinates the allocation of human and physical resources to accomplish the simultaneous demands of multiple projects.

Level I. This is the entry level for program managers. However, program managers are expected to have experience and expertise in the subject matter of the program they manage. A program manager is responsible for soliciting projects and for the coordination of financial and personnel resources for multiple simultaneous projects. *Qualifications:* Masters degree in life sciences or physical sciences, plus 3 years experience as a project leader.

Level II. The duties of this level are similar to but more complex in nature than the previous level as the manager becomes responsible for a greater number of projects or higher value projects. *Qualifications:* Masters degree in life sciences or physical sciences, plus 6 years experience as a project leader or 3 years experience equivalent to a Level I Program Manager.

Level III. At this level, the program manager is given responsibility for an entire program area at the Center for Environmental Management of Military Lands. Supervision of one or more subordinate Program Managers may be required. *Qualifications:* Masters degree in life sciences or physical sciences, plus 5 years experience equivalent to Level II Program Manager.

Level IV. The duties at this level are similar to the previous level. Given the additional experience, the Level IV program manager may be called on to represent one or more program areas to the administrative hierarchy at Colorado State University and to external customers. *Qualifications:* PhD in life sciences or physical sciences plus 5 years experience at the Program Manager Level III, or a Masters degree in life sciences or physical sciences plus 8 years experience at the Program Manager III.

Level V. The Level V Program Manager is the senior manager at the Center for Environmental Management of Military Lands and is responsible for oversight of the entire program. The Level V Program Manager represents the entire program to the administrative hierarchy at Colorado State University and to external customers. *Qualifications:* PhD in life sciences or physical sciences plus 8 years experience at the Program Manager Level III or above, or a Masters degree in life sciences or physical sciences plus 10 years experience at the Program Manager III or above.

Project Manager. The Project Manager manages the human, physical and financial resources of individual projects, assuring that projects are completed thoroughly, on time and within budget.

Level I. Working under the supervision of a program manager or superior project manager, Level I project managers perform entry-level professional duties in project management. They are responsible for securing and organizing financial, personnel and equipment resources necessary to complete specific projects on time and within budget. At the entry level, this is usually limited to a single project at any give time. Supervision may be required where subordinate technicians or other personnel are involved. *Qualifications:* Bachelor's degree and 3 years experience in a field closely related to the project.

Level II: Although not an entry level position, Level II project managers require moderate supervision depending on the difficulty of individual assignments. Job responsibilities are similar to Level II. Supervisory responsibility is required where subordinate technicians or other personnel are involved. *Qualifications:* Bachelor's degree and 6 years experience in a field closely related to the project.

Level III: At this level, the project manager requires very little direct supervision from superiors. The Level III project is fully capable of managing a project from start to finish. Supervisory responsibility over technicians or other personnel is usually required. *Qualifications:* Bachelor's degree and 9 years experience in a field closely

related to the project, or a Bachelor's degree and an equivalent combination of additional education and experience.

Level IV. The Level IV project manager is responsible for managing a large, complex project or multiple smaller projects. Supervisory responsibility over technicians or other personnel is almost always required. *Qualifications:* Bachelor's degree plus 12 years experience in a field closely related to the project, or a Bachelor's degree and an equivalent combination of additional education and experience.

Level V. This is the most senior position proving project management. It is generally reserved for professionals who fill policy positions and/or high-level program management positions within the Department of Defense or other Federal agency. *Qualifications:* Bachelor's degree plus 15 years experience in a field closely related to the project, or a Bachelor's degree and an equivalent combination of additional education and experience.

Technician. The Technician is primarily responsible for data collection and general labor in support of environmental planning and execution. Technicians may be experienced in land condition and trend analysis, heavy equipment operation, plant collection and inventory, faunal inventory, soil erosion control, archaeological surveying, historic building inventory, water sampling, global positioning systems, timber cruising, soil sampling, etc.

Level I: Working under supervision, Level I technicians perform entry-level professional duties. Assignments are structured to provide training experience. There is no supervisory responsibility. *Qualifications:* Two years of university coursework, training and/or experience in the subject area required to successfully meet the demands of a specific project.

Level II: Although not an entry level position, Level II technicians require moderate to close supervision depending on the difficulty of individual assignments. Level II technicians may be called on to enter field data into computer databases. There is no supervisory responsibility. *Qualifications:* Bachelor's degree or equivalent experience related to the subject matter of a particular project.

Level III: Level III technicians are expected to operate rather independently once given responsibility for executing specific tasks of a project. Although there is no supervisory responsibility, the Level III employee may function as a group leader, setting the pace of work for a small group and showing other workers in the group how to perform assigned tasks. Level III technicians are often called on to enter field data into computer data bases and to perform routine analyses. *Qualifications:* Bachelor's degree in a discipline closely related to the subject matter of a specific project or program, and 2 years of work-related experience, or an equivalent combination of a graduate degree and/or additional experience.

Level IV: Responsibilities of the Level IV technician are similar to Level III. However, supervision may be exercised over small groups. *Qualifications:* Bachelor's degree in a discipline closely related to the subject matter of a specific project or program, and 5 years of work-related experience, or an equivalent combination of a graduate degree and/or additional experience.

Level V: Level V technicians are expected to be fully competent in executing field data collection and related labor with minimal input from supervisors. Level V technicians may be called on to perform statistical and other analyses of field data. Supervision may be exercised over small groups. *Qualifications:* Bachelor's degree in a discipline closely related to the subject matter of a specific project or program, and 8 years of work-related experience, or an equivalent combination of a graduate degree and/or additional experience.

Level VI: The duties of a Level VI technician are similar to Level V. However, given the accumulated experience, the Level VI technician is expected to interact closely with the Project Manager to make suggestions on study design and data collection methods. *Qualifications:* Bachelor's degree in a discipline closely related to the subject matter of a specific project or program, and 12 years of work-related experience, or an equivalent combination of a graduate degree and/or additional experience.

Level VII: This is most senior technician position. Once given a project outline, the Level VII technician is capable of selecting appropriate data collection tools, organizing human resources and logistical support, supervising or collection data, computer data entry and performing statistical and other data analyses. *Qualifications:* Bachelor's degree in a discipline closely related to the subject matter of a specific project or program, and 15 years of work-related experience, or an equivalent combination of a graduate degree and/or additional experience.

CENTER FOR ENVIRONMENTAL MANAGEMENT OF MILITARY LANDS
COLORADO STATE UNIVERSITY

LABOR RATES

ON-CAMPUS RATES

| Category Name/Title | YEAR 1 | Category Name/Title | YEAR 1 |
|-----------------------------------|----------|---------------------------------------|----------|
| Administrative Assistant I | \$21.14 | Graphic Artist | \$47.65 |
| Administrative Assistant II | \$27.76 | Information Technology Specialist I | \$36.10 |
| Administrative Assistant III | \$28.40 | Information Technology Specialist II | \$42.18 |
| Administrative Assistant IV | \$32.70 | Information Technology Specialist III | \$48.26 |
| Administrative Assistant V | \$38.77 | Information Technology Specialist IV | \$54.34 |
| Business Manager I | \$44.70 | Information Technology Specialist V | \$60.43 |
| Business Manager II | \$56.55 | Life Scientist I | \$31.08 |
| Business Manager III | \$66.35 | Life Scientist II | \$41.66 |
| Program Manager I | \$89.99 | Life Scientist III | \$52.24 |
| Program Manager II | \$91.94 | Life Scientist IV | \$62.82 |
| Program Manager III | \$94.82 | Life Scientist V | \$73.40 |
| Program Manager IV | \$98.92 | Life Scientist VI | \$83.97 |
| Program Manager V | \$135.64 | Life Scientist VII | \$94.56 |
| Cultural Resources Specialist I | \$30.96 | Physical Scientist I | \$41.46 |
| Cultural Resources Specialist II | \$43.03 | Physical Scientist II | \$50.99 |
| Cultural Resources Specialist III | \$55.11 | Physical Scientist III | \$60.52 |
| Cultural Resources Specialist IV | \$67.18 | Physical Scientist IV | \$70.05 |
| Cultural Resources Specialist V | \$79.26 | Physical Scientist V | \$79.59 |
| Cultural Resources Specialist VI | \$91.34 | Physical Scientist VI | \$89.12 |
| Environmental Planner I | \$35.63 | Physical Scientist VII | \$98.65 |
| Environmental Planner II | \$42.86 | Project Manager I | \$66.23 |
| Environmental Planner III | \$50.10 | Project Manager II | \$82.62 |
| Environmental Planner IV | \$57.34 | Project Manager III | \$87.31 |
| Environmental Planner V | \$64.58 | Project Manager IV | \$94.18 |
| GIS Analyst I | \$45.01 | Project Manager V | \$120.94 |
| GIS Analyst II | \$54.66 | Technician I | \$24.60 |
| GIS Analyst III | \$64.31 | Technician II | \$27.99 |
| GIS Analyst IV | \$73.96 | Technician III | \$31.16 |
| GIS Analyst V | \$83.61 | Technician IV | \$37.50 |
| GIS Technician I | \$29.43 | Technician V | \$42.95 |
| GIS Technician II | \$33.17 | Technician VI | \$51.56 |
| GIS Technician III | \$36.91 | Technician VII | \$60.46 |
| GIS Technician IV | \$40.64 | | |
| GIS Technician V | \$44.38 | | |

OFF-CAMPUS RATES

| Category Name/Title | YEAR 1 | Category Name/Title | YEAR 1 |
|---------------------------------------|---------------|----------------------------|---------------|
| Cultural Resources Specialist I | \$22.74 | Life Scientist I | \$22.56 |
| Cultural Resources Specialist II | \$32.54 | Life Scientist II | \$31.15 |
| Cultural Resources Specialist III | \$42.34 | Life Scientist III | \$39.73 |
| Cultural Resources Specialist IV | \$52.14 | Life Scientist IV | \$48.32 |
| Cultural Resources Specialist V | \$61.94 | Life Scientist V | \$56.90 |
| Cultural Resources Specialist VI | \$71.74 | Life Scientist VI | \$65.49 |
| Environmental Planner I | \$26.53 | Life Scientist VII | \$74.07 |
| Environmental Planner II | \$32.40 | Physical Scientist I | \$30.98 |
| Environmental Planner III | \$38.28 | Physical Scientist II | \$38.72 |
| Environmental Planner IV | \$44.15 | Physical Scientist III | \$46.45 |
| Environmental Planner V | \$50.03 | Physical Scientist IV | \$54.19 |
| GIS Analyst I | \$33.86 | Physical Scientist V | \$61.93 |
| GIS Analyst II | \$41.69 | Physical Scientist VI | \$69.66 |
| GIS Analyst III | \$49.53 | Physical Scientist VII | \$77.40 |
| GIS Analyst IV | \$57.36 | Project Manager I | \$51.08 |
| GIS Analyst V | \$65.19 | Project Manager II | \$64.39 |
| GIS Technician I | \$21.22 | Project Manager III | \$68.19 |
| GIS Technician II | \$24.26 | Project Manager IV | \$73.77 |
| GIS Technician III | \$27.29 | Project Manager V | \$95.49 |
| GIS Technician IV | \$30.32 | Technician I | \$17.46 |
| GIS Technician V | \$33.35 | Technician II | \$20.20 |
| Information Technology Specialist I | \$26.63 | Technician III | \$22.76 |
| Information Technology Specialist II | \$31.57 | Technician IV | \$27.87 |
| Information Technology Specialist III | \$36.50 | Technician V | \$32.26 |
| Information Technology Specialist IV | \$41.44 | Technician VI | \$39.20 |
| Information Technology Specialist V | \$46.38 | Technician VII | \$46.38 |

2. Maximum Order: \$5,000,000.00
3. Minimum Order: \$100.00
4. Geographic Coverage (delivery Area): Domestic and Overseas
5. Point(s) of Production: Contact Contractor
6. Discount from list prices or statement of net price: Government net prices (discounts already deducted). See Item 1c for rates.
7. Quantity discounts: None offered (services only).
8. Prompt payment terms: Net 30 days
- 9a. Notification that Government purchase cards are accepted at or below the micro-purchase threshold: Yes.
- 9b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold: will accept over \$2,500.00
10. Foreign items (list items by country of origin): None
- 11a. Time of Delivery: Specified on the Task Order
- 11b. Expedited Delivery: Contact Contractor
- 11c. Overnight and 2-day delivery: Contact Contractor
- 11d. Urgent Requirements: Contact Contractor
12. F.O.B. Points(s): Destination
- 13a. Ordering Address: Alan Mertens
CEMML
Colorado State University
1490 Campus Delivery
Fort Collins, CO 80523-1490
Voice: (970) 491-6620
Fax: (970) 491-2713
E-mail: amertens@cemml.colostate.edu
- 13b. Ordering procedures: For services the ordering procedures, information on Blanket Purchase Agreements (BPA'S), AND A SAMPLE bpa CAN BE FOUND AT THE gsa/fss Schedule homepage (fss.gsa.gov/schedules).

14. Payment address: Carmen Morales
Sponsored Programs
Colorado State University
2002 Campus Delivery
Fort Collins, CO 80523-2002
Voice: (907) 491-6684
Fax: (970) 491-6147
E-mail: Carmen.morales@research.colostate.edu
15. Warranty provision: Standard services warranty
16. Export Packing Charges: N/A
17. Terms and conditions of Government purchase card acceptance: Contact Contractor
18. Terms and conditions of rental, maintenance, and repair: N/A
19. Terms and conditions of installation: N/A
20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices: N/A
- 20a. Terms and conditions for any other services: N/A
21. List of Services and distribution points: N/A
22. List of participating dealers: N/A
23. Preventative maintenance: N/A
- 24a. Special attributes such as environmental attributes: N/A
- 24b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology supplies and services and show where full details can be found: N/A
25. Data Universal Numbering System (DUNS) number: 78-5979618
26. Notification regarding registration in Central Contractor Registration (CCR) database:
Registered