

Logistics Worldwide
LOGWORLD
General Services Administration
Federal Supply Service
Authorized GSA Schedule Price List

Contract Number: GS-10F-0441R
Contract Period: 23 August 2010 – 22 August 2015
DUNS No: 19-9118258
Federal Supply Group: 874V
Class: R706
Special Item Numbers: 874-501 & 874-501RC Supply and Value Chain
Management Services
874-507 & 874-507RC Operations & Maintenance
Logistics Management and Support Services


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Business Size: Large, Veteran Owned Business

Online access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!, a menu-driven database system. The address for GSA Advantage! is <http://www.gsaadvantage.gov>

For more information on ordering from GSA Schedules click on the GSA Schedules button at <http://www.fss.gsa.gov>

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SoBran, Inc. Corporate Overview

SoBran was founded in August, 1987 in Dayton, Ohio by Amos L. Otis, a former Air Force colonel who currently serves as president and chief executive officer. Certified under the Small Business Administration 8(a) program as a small disadvantaged business in April, 1990, SoBran successfully graduated from the program in 1999 and has since flourished. SoBran writes quality into every one of its contracts. Having first achieved ISO certification in 2005, SoBran was recertified, corporation-wide in 2008. Currently ISO 9001:2008-certified, our programs in national defense, homeland security, public health, energy policy and environmental science may vary, but we are consistently dedicated to uncompromising quality and unparalleled customer service. As evidence of our dedication to service, SoBran received the 2006 Department of Homeland Security Small Business Achievement Award for CBRNE anti-terrorism related services; joined *Inc. Magazine's* List of America's 5000 Fastest Growing Private Companies in 2007 and 2010, and ranked in the top 100 companies in *Black Enterprise Magazine's* Industrial/Service category.



SoBran's logistics and supply chain warehousing services support the nation's most demanding agencies including the National Institutes of Health, Social Security Administration, Department of Homeland Security, and United States Army and United States Navy. Current logistics service support areas including:

- Acquisition and life-cycle management
- Serve and Respond (SaR) Logistics
- Supply Chain Resilience Controls
- Test and evaluation support
- Integrated logistics support (ILS)
- Inventory Support Services
- Inventory Accountability and Sustainment
- Technical order development, review, publishing and indexing
- Equipment Fielding and Training
- Warehouse and other facility operations and management

Providing warehousing, supply chain management, workforce management, and avionic logistical assistance at various naval aviation facilities, SoBran also manages complex warehouse operations at facilities that receive, store and issue vital aircraft parts and components undergoing repair. We operate a Cross-Service and Foreign Military Sales Program for aircraft, avionics and engine components; manage the U.S. Air Force engine warehouse; provide logistical support for the Hazardous

Material Management Systems, and operate the Environmental Logistics Desk for HAZMAT trouble calls.

SoBran manages supply and property storage warehouse operations for the National Institutes of Health, Social Security Administration and Department of Homeland Security. Our highly skilled warehouse management team provides a wide range of services in conjunction with these efforts from supply storage, processing and distribution, to property pick up, warehousing and disposal. Our team also provides real time inventory control through the use of a variety of automated warehousing and supply management systems.

Our proprietary Integrated Logistics Support (ILS) philosophy provides our customers with a proven yet flexible approach for planning, developing, acquiring and sustaining well-defined, affordable support strategies designed to meet specific customer requirements and overall mission objectives. This allows for the development of superior processes, proactive team management and training, and ISO certified quality and security controls. ILS benefits a wide range of supply and logistics support areas including material handling, supply chain management, and hazardous material handling and screening. Our experienced operations, logistics and technical integration teams provide logistical support to a variety of national and international fielding operations. This includes procurement, pre-deployment testing, curriculum development, transport, installation, integration, on-site test and evaluation, on-site classroom and on the job training, posts installation operational and technical support and logistics management.

SoBran operates both supply and property storage warehouse facilities for the National Institutes of Health and the Department of Homeland Security. These programs provide critical inventory management and sustainment services and are critical to the effective and efficient functioning of each agency.

In support our clients, SoBran assembles teams of carefully chosen staff who possess the needed skill sets to respond to the requirements of our customers. Our ability to quickly recruit and retain high quality personnel is one of our chief accomplishments. Our full time human resources recruiters work nationwide through personal networks, databases, job searches and other media in constant search of qualified candidates for specified positions. We put the right people in the right jobs on every project. Our competitive pay and benefits package assure the continuity of employment. Because of our corporate culture of fair treatment of all employees, coupled with our compensation plan, we have an outstanding employee retention rate.

SoBran has the experience, management structure, technical capability, support infrastructure, and cost structure to provide an outstanding best value solution to your support needs. We look forward to bringing our capabilities to assist in meeting your mission requirements.

Information for Ordering Offices

Special Notice to Agencies

Small Business Participation

SBA strongly supports the participation of small business concerns in the GSA Schedules Program. To enhance Small Business Participation SBA policy allows agencies to include in their procurement base and goals, the dollar value of orders expected to be placed against the GSA Schedules, and to report accomplishments against these goals.

For orders exceeding the micropurchase threshold but not exceeding the max order threshold, FAR 8.405 requires agencies to consider the catalogs/pricelists of at least three schedule contractors or consider reasonably available information by using the GSA Advantage!™ on-line shopping service (<http://www.fss.gsa.gov>). The catalogs/pricelists, GSA Advantage!™ and the GSA Home Page (<http://www.fss.gsa.gov>) contain information on a broad array of products and services offered by small business concerns.

This information should be used as a tool to assist ordering activities in meeting or exceeding established small business goals. It should also be used as a tool to assist in including small, small disadvantaged, and women-owned small businesses among those considered when selecting pricelists for a best value determination.

For orders exceeding the micropurchase threshold, customers are to give preference to small business concerns when two or more items at the same delivered price will satisfy their requirement.

Customer Information

1a. List of awarded Special Item Numbers

| | |
|----------------------|--|
| 874-501 874-501RC | Supply and Value Chain Management Services |
| 874-507 874-507RC | Operations & Maintenance Logistics Management and Support Services |

1b. Price list and rates: See pages 27-30

1c. Labor category descriptions and qualifications: See pages 15-26

2. Maximum Order: \$5,000,000.00

3. Minimum Order: \$100.00

4. Geographic Coverage: Domestic and Overseas

5. Point(s) of production: Specified in the task order

6. Discount from list prices or statement of net price: See Attachment

7. Quantity discounts: None
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: Accept over \$2,500
10. Foreign items: None
- 11a. Time of Delivery: Specified in the task order
- 11b. Expedited Delivery: None
- 11c. Overnight and 2-day delivery: Contact Contractor
- 11d. Urgent Requirements: Contact Contractor
12. F.O.B Point(s): Destination
- 13a. Ordering Address:
SoBran, Inc.
Attn: Bob Reis
4401 Dayton Xenia Road
Dayton, OH 45432
Telephone: (703) 352-9511 x 243
Fax: (937) 426-4609
e-mail: breis@sobran-inc.com
- 13b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs), and a sample BPA can be found at the GSA Schedule homepage (fss.gsa.gov/schedules).

In accordance with FAR [8.404](#), Services offered on the schedule are priced either at hourly rates, or at a fixed price for performance of a specific task (e.g., installation, maintenance, and repair). GSA has already determined the prices of supplies and fixed-price services, and rates for services offered at hourly rates, under schedule contracts to be fair and reasonable. Therefore, ordering activities are not required to make a separate determination of fair and reasonable pricing, except for a price evaluation as required by [8.405-2\(d\)](#). By placing an order against a schedule contract using the procedures in [8.405](#), the ordering activity has concluded that the order represents the best value (as defined in FAR [2.101](#)) and results in the lowest overall cost alternative (considering price, special features, administrative costs, etc.) to meet the Government's needs. Although GSA has already negotiated fair and reasonable pricing, ordering activities may seek additional discounts before placing an order (see [8.405-4](#)).

8.405-1 – Ordering Procedures for Supplies and Services Not Requiring a Statement of Work

- (a) Ordering activities shall use the procedures of this subsection when ordering supplies and services that are listed in the schedules contracts at a fixed price for the performance of a specific task, where a statement of work is not required (e.g., installation, maintenance, and repair).
- (b) *Orders at or below the micro-purchase threshold.* Ordering activities may place orders at, or below, the micro-purchase threshold with any Federal Supply Schedule contractor that can meet the agency's needs. Although not required to solicit from a specific number of schedule contractors, ordering activities should attempt to distribute orders among contractors.
- (c) *Orders exceeding the micro-purchase threshold but not exceeding the maximum order threshold.*
 - (1) Ordering activities shall place orders with the schedule contractor that can provide the supply or service that represents the best value. Before placing an order, an ordering activity shall consider reasonably available information about the supply or service offered under MAS contracts by surveying at least three schedule contractors through the GSA Advantage! on-line shopping service, or by reviewing the catalogs or pricelists of at least three schedule contractors (see [8.405-5](#)).
 - (2) When an order contains brand name specifications, the contracting officer shall post the Request for Quote (RFQ) along with the justification or documentation as required by [8.405-6](#).
 - (3) In addition to price, when determining best value, the ordering activity may consider, among other factors, the following:
 - (i) Past performance
 - (ii) Special features of the supply or service required for effective program performance
 - (iii) Trade-in considerations
 - (iv) Probable life of the item selected as compared with that of a comparable item
 - (v) Warranty considerations
 - (vi) Maintenance availability
 - (vii) Environmental and energy efficiency considerations
 - (viii) Delivery terms
- (d) *Orders exceeding the maximum order threshold.* Each schedule contract has a maximum order threshold established on a SIN-by-SIN basis. Although a price reduction may be sought at any time, this threshold represents the point where, given the dollar value of the potential order, the ordering activity shall seek a price reduction. In addition to following the procedures in paragraph (c)

of this section and before placing an order that exceeds the maximum order threshold or establishing a BPA (see [8.405-3](#)), ordering activities shall:

- (1) Review (except see (c)(2) of this subsection) the pricelists of additional schedule contractors (the GSA Advantage! on-line shopping service can be used to facilitate this review);
- (2) Based upon the initial evaluation, seek price reductions from the schedule contractor(s) considered to offer the best value (see [8.404\(d\)](#), and
- (3) After seeking price reductions (see [8.405-4](#)), place the order with the schedule contractor that provides the best value. If further price reductions are not offered, an order may still be placed.

(e) *Minimum documentation.* The ordering activity shall document:

- (1) The schedule contracts considered, noting the contractor from which the supply or service was purchased;
- (2) A description of the supply or service purchased, and
- (3) The amount paid.

8.405-2 – Ordering Procedures for Services Requiring a Statement of Work

- (a) *General.* Ordering activities shall use the procedures in this subsection when ordering services priced at hourly rates as established by the schedule contracts. The applicable services will be identified in the Federal Supply Schedule publications and the contractor's pricelists.
- (b) *Statements of Work (SOWs).* All Statements of Work shall include the work to be performed; location of work; period of performance; deliverable schedule; applicable performance standards; and any special requirements (e.g., security clearances, travel and special knowledge). To the maximum extent practicable, agency requirements shall be performance-based statements (see [subpart 37.6](#)).
- (c) *Request for Quotation procedures.* The ordering activity must provide the Request for Quotation (RFQ), which includes the statement of work and evaluation criteria (e.g., experience and past performance), to schedule contractors that offer services that will meet the agency's needs. The RFQ may be posted to GSA's electronic RFQ system, e-Buy (see [8.402\(d\)](#)).
 - (1) *Orders at, or below, the micro-purchase threshold.* Ordering activities may place orders at, or below, the micro-purchase threshold with any Federal Supply Schedule contractor that can meet the agency's needs.

The ordering activity should attempt to distribute orders among contractors.

- (2) *For orders exceeding the micro-purchase threshold, but not exceeding the maximum order threshold.*
 - (i) The ordering activity shall develop a statement of work, in accordance with [8.405-2\(b\)](#).
 - (ii) The ordering activity shall provide the RFQ (including the statement of work and evaluation criteria) to at least three schedule contractors that offer services that will meet the agency's needs.
 - (iii) The ordering activity should request that contractors submit firm-fixed prices to perform the services identified in the statement of work.
 - (3) *For proposed orders exceeding the maximum order threshold or when establishing a BPA.* In addition to meeting the requirements of [8.405-2\(c\)\(2\)](#), the ordering activity shall:
 - (i) Provide the RFQ (including the statement of work and evaluation criteria) to additional schedule contractors that offer services that will meet the needs of the ordering activity. When determining the appropriate number of additional schedule contractors, the ordering activity may consider, among other factors, the following:
 - (A) The complexity, scope and estimated value of the requirement
 - (B) The market search results
 - (ii) Seek price reductions
 - (4) The ordering activity shall provide the RFQ (including the statement of work and the evaluation criteria) to any schedule contractor who requests a copy of it.
- (d) *Evaluation.* The ordering activity shall evaluate all responses received using the evaluation criteria provided to the schedule contractors. The ordering activity is responsible for considering the level of effort and the mix of labor proposed to perform a specific task being ordered, and for determining that the total price is reasonable. Place the order, or establish the BPA, with the schedule contractor that represents the best value (see [8.404\(d\)](#)). After award, ordering activities should provide timely notification to unsuccessful offerors. If an unsuccessful offeror requests information on an award that was based on

factors other than price alone, a brief explanation of the basis for the award decision shall be provided.

(e) *Minimum documentation.* The ordering activity shall document:

- (1) The schedule contracts considered, noting the contractor from which the service was purchased;
- (2) A description of the service purchased;
- (3) The amount paid;
- (4) The evaluation methodology used in selecting the contractor to receive the order;
- (5) The rationale for any tradeoffs in making the selection;
- (6) The price reasonableness determination required by paragraph (d) of this subsection, and
- (7) The rationale for using other than:
 - (i) A firm-fixed price order, or
 - (ii) A performance-based order.

14. Payment address:

Payment Information:

Payment may be made by check, wire transfer, or Government purchase card.

Address checks to:

SoBran, Inc.
Attn: Accounts Receivable
4401 Dayton-Xenia Road
Dayton, OH 45432

Address wire transfers to:

SoBran, Inc.
PNC Bank, Dayton, Ohio
Account Number: 4206120815
Routing Transit Number: 044000011

For payment by Government Purchase Card:

Contact Ms. Nancy Barnes, Accounts Receivable Manager at (937) 426-0696, ext. 150

15. Warranty provision: Contractor's standard commercial 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 service and distribution points: N/A
22. List of participating dealers: N/A
23. Preventive maintenance: N/A
- 24a. Environmental attributes: N/A
- 24b. Section 508 compliance information on Electronic and Information Technology (EIT) supplies and services: N/A
25. Data Universal Numbering System (DUNS) number: 19-9118258
26. SoBran is registered in the Central Contractor Registration (CCR) database

Contract Clauses

For a list of clauses, terms and conditions included in the LOGWORLD contract, contact the SoBran LOGWORLD points of contact.

Descriptions of LOGWORLD Services and Pricing

SIN 874-501 & 501RC Supply and Value Chain Management Services

Services include all phases of planning, acquisition and management of logistics systems. These services include, but are not limited to planning, acquisition, design, development, testing, production, fielding, management, operation, maintenance, sustainment, improvement, modification and disposal. Examples of the type of services that may be performed under this SIN include: Logistics consulting for planning for the acquisition and life cycle phases of supply and value chain systems including the following: defining and establishing program objectives, strategies, plans and schedules; developing milestone documentation; market research and acquisition planning; material requirements identification, planning, acquisition and management; developing specifications or performance based work statements and task estimates; developing, document and support maintenance procedures and technical manuals; configuration data management and related documentation; expansion and consolidation studies, field problem analysis and recommendation of corrective actions and system modernization; Needs assessment/system assessment; inventory/asset/vendor management; inventory management and operation (inclusive of salvage, recycle and/or disposal management); operation of warehouses, stockrooms, storage facilities or depots; fulfillment systems and operations; platform management; information logistics processing systems analysis design, and implementation; staging, shipping, receiving, packing, crating, moving and storage (excluding household goods); packaging, labeling, bar coding system consultation, design, implementation, operation and maintenance; design and installation of material handling systems; hazardous material storage and handling (**Non-radioactive only**); warehouse and location management systems; recycling program management of warehousing materials; preservation and protection of specialized inventory or documents; maintenance, repair and overhaul (MRO) support and/or support process management; aircraft repair and maintenance; ship repair and maintenance; property disposal management; logistics strategic planning services; logistics systems engineering services; logistics program management services and support; Unique Identification (UID)/Radio Frequency Identification (RFID) services; Program and project management; acquisition and life cycle management; spares modeling; supply chain integration planning; global integrated supply chain solutions - planning and implementation. (Note: acquisition functions cannot be procured as stand-alone services).



Assessments and Solution Support

| | |
|--------------------------------------|---|
| ✓ System Assessment And Consultation | ✓ Expansion And Consolidation Studies |
| ✓ Configuration Management | ✓ Logistics Business Process Re-Engineering |
| ✓ System Modernization Consultation | ✓ Supply Chain Logistics Services |
| ✓ Platform Management | ✓ Logistics Strategic Planning Services |

Supply Chain / Logistics Planning Implementation

| | |
|--|--|
| ✓ Design And Installation Of Material Handling Systems | ✓ Global Integrated Supply Chain Solutions – Planning And Implementation |
| ✓ Logistics Decision Support | ✓ Information Processing Systems Analysis, Design, Implementation |

Assessments and Solution Support

| | |
|--|--|
| ✓ Kitting | ✓ Logistics Performance Measures |
| ✓ ISO Certified Facilities | ✓ Maintenance, Repair and Overhaul (MRO) Process Management |
| ✓ Preservation and Protection of Specialized Inventory or Documents | ✓ Warehouse/location Management Systems |
| ✓ Recycling Program Management of Warehouse Materials | ✓ Moving and Storage |
| ✓ Packing and Crating | ✓ Staging, Shipping, and Receiving |
| ✓ Operation and Maintenance of Distribution and/or Material Handling Equipment | ✓ Packaging, Labeling, Bar Code Design, Implementation, Operation, and Maintenance |
| ✓ Fulfillment Systems and Operation | ✓ Inventory Management and Operation |
| ✓ Operation of Warehouses / Stockrooms / Storage Facilities | ✓ Asset or Property Visibility and Management |

SIN 874-507 & 507RC Operations & Maintenance Logistics Management and Support Services

Provide a turnkey/total solution in support of a logistics function. Under the turnkey solution, a combination of support services may include, but are not limited to: janitorial services, maintenance, trash disposal, laundry, mail routing, guard, reception and related services however these services must be incidental to and in support of the logistics function. Individual support services may not be offered, ordered or sold separately under this SIN. Examples of the type of logistics related services under this SIN include: logistical support services; integrated facility management and operations management support; supply support services; equipment asset management and maintenance support services; fleet management and maintenance support services; preventative maintenance planning support services; property management and maintenance support services; strategic and tactical planning support services; strategic account management support services; mobile utility support equipment operation, maintenance and repair support services; Base operations support (BOS); depot maintenance, and project management. Typical services include, but are not limited to:

Logistics Operations and Maintenance

| | |
|--|--|
| ✓ Supply Services | ✓ Property Management and Maintenance |
| ✓ Mobile Utility Support Equipment Operation, Maintenance And Repair | ✓ Equipment Asset Management and Maintenance |
| ✓ Fleet Management and Maintenance | ✓ Logistical Support Services |
| ✓ Project Management, Integrated Facility Management, and Operations Management Support. | |

Logistics Management and Planning

| | |
|-------------------------------------|-----------------------------------|
| ✓ Preventative Maintenance Planning | ✓ Strategic and Tactical Planning |
| ✓ Strategic Account Management | |

SoBran's GSA LOGWORLD Labor Category Descriptions

Engineering Technician (SCA)

- **Engineering Technician I (SCA 30081)**

- **Engineering Technician II (SCA 30082)**

Engineering Technician I

Job Duties: Performs simple routine tasks under close supervision or from detailed procedures. Work is checked in progress or on completion. Performs one or a combination of such typical duties as:

- Assembles or installs equipment or parts requiring simple wiring, soldering, or connecting.
- Performs simple or routine tasks or tests such as tensile or hardness tests; operates and adjusts simple test equipment; records test data.
- Gathers and maintains specified records of engineering data such as tests, drawings, etc.; performs computations by substituting numbers in specified formulas; plots data and draws simple curves and graphs.

Job Qualifications: High School diploma, GED or equivalent experience with 1-2 years experience in a scientific, engineering or technical field.

Engineering Technician II

Job Duties: Performs standardized or prescribed assignments involving a sequence of related operations. Follows standard work methods on recurring assignments but receives explicit instructions on unfamiliar assignments; technical adequacy of routine work is reviewed on completion; non-routine work may also be reviewed in progress. Performs at this level one or a combination of such typical duties as:

- Following specific instructions, assembles or constructs simple or standard equipment or parts; may service or repair simple instruments or equipment.
- Conducts a variety of tests using established methods. Prepares test specimens, adjusts, and operates equipment, and records test data, pointing out deviations resulting from equipment malfunction or observational errors.
- Extracts engineering data from various prescribed but non-standardized sources; processes the data following well-defined methods including elementary algebra and geometry; presents the data in prescribed form.

Job Qualifications: High School diploma, GED or equivalent experience with 2-4 years experience in a scientific, engineering or technical field.

Fork Lift Operator (SCA 21020)

Job Duties: The Forklift Operator operates a manually controlled gasoline, electric or liquid propane gas powered forklift to transport goods and materials of all kinds within a warehouse, manufacturing plant or other establishment.

Job Qualifications: High School diploma, GED or equivalent experience plus training in fork lift operation. Six months to 1 year experience operating a fork lift.

General Clerk (SCA)

- **General Clerk II (SCA 01111)**
- **General Clerk III (SCA 01112)**
- **General Clerk IV (SCA 01113)**

General Clerk II

Job Duties: Follows a number of specific procedures in completing several repetitive clerical steps performed in a prescribed or slightly varied sequence, such as coding and filing documents in an extensive alphabetical file, simple posting to individual accounts, opening mail, running mail through metering machines, and calculating and posting charges to departmental accounts. Little or no subject-matter knowledge is required, but the clerk needs to choose the proper procedure for each task.

Job Qualifications: High School diploma, GED or equivalent experience with 1-3 years performing general office clerical responsibilities, including use of standard office equipment such as copiers, postage meters, etc.

General Clerk III

Job Duties: Work requires a familiarity with the terminology of the office unit. Selects appropriate methods from a wide variety of procedures or makes simple adaptations and interpretations of a limited number of substantive guides and manuals. The clerical steps often vary in type or sequence, depending on the task. Recognized problems are referred to others.

Job Qualifications: High School diploma, GED or equivalent experience with 2-4 years performing general office clerical responsibilities, including use of standard office equipment such as copiers, postage meters, etc.

General Clerk IV

Job Duties: Uses some subject-matter knowledge and judgment to complete assignments consisting of numerous steps that vary in nature and sequence. Selects from alternative methods and refers problems not solvable by adapting or interpreting substantive guides, manuals, or procedures. Typical duties include: assisting in a variety of administrative matters; maintaining a wide variety of financial or other records; verifying statistical reports for accuracy and completeness; and handling and adjusting complaints. May also direct lower level clerks. Positions above level IV are excluded. Such positions (which may include supervisory responsibility over lower level clerks) require workers to use a thorough knowledge of an office's work and routine to: 1) choose among widely varying methods and procedures to process complex transactions; and 2) select or devise steps necessary to complete assignments. Typical jobs covered by this exclusion include administrative assistants, clerical supervisors, and office managers

Job Qualifications: High School diploma, GED or equivalent experience with 3-5 years performing general office responsibilities, including 2 years performing clerical responsibilities detailed above.

Material Coordinator (SCA 21030)

Job Duties: Coordinates and expedites flow of material, parts, and assemblies within or between departments in accordance with production and shipping schedules or department supervisors' priorities. Reviews production schedules and confers with department supervisors to determine material required or overdue and to locate material. Requisitions material and establishes delivery sequences to departments according to job order priorities and anticipated availability of material. Arranges for in-plant transfer of materials to meet production schedules. Arranges with department supervisors for repair and assembly of material and its transportation to various departments. Examines material delivered to production departments to verify if type specified. May monitor and control movement of material and parts along conveyor system, using remote-control panel board. May compute amount of material needed for specific job orders, applying knowledge of product and manufacturing processes and using adding machine. May compile report of quantity and type of material on hand. May move or transport material from one department to another, using hand truck or industrial truck. May compile perpetual production records in order to locate material in process of production, using manual or computerized system. May maintain employee records.

Job Qualifications: High School diploma, GED or equivalent experience with at least 2 years general experience and 1 year of specialized experience.

Material Handling Laborer (SCA 21050)

Job Duties: Performs physical tasks to transport or store materials or merchandise. Duties involve one or more of the following: Manually loading or unloading freight cars, trucks or other transporting devices; unpacking, shelving or placing items in proper storage locations, and transporting goods by hand truck, cart or wheelbarrow.

Excluded from this definition are workers whose primary function involves:

1. Participating directly in the production of goods (e.g., moving items from one production station to another or placing them on or removing them from the production process);
2. Stocking merchandise for sale;
3. Counting or routing merchandise;
4. Operating a crane or heavy-duty motorized vehicle such as forklift or truck;
5. Loading and unloading ships (long shore workers), and
6. Traveling on trucks beyond the establishment's physical location to load or unload merchandise.

Job Qualifications: High School diploma, GED or equivalent experience with 6 months to 1 year general experience.

Production Control Clerk (SCA 01270)

Job Duties: Compiles and records production data for industrial establishments to compare records and reports on volume of production, consumption of material, quality control, and other aspects of production. May perform any combination of the following duties:

1. Compiles and records production data from customer orders, work tickets, product specifications, and individual worker production sheets following prescribed recording procedures and using different word processing techniques;
2. Calculates such factors as types and quantities of items produced, materials used, amount of scrap, frequency of defects, and worker and department production rates, using a computer, calculator and/or spreadsheets;
3. Writes production reports based on data compiled, tabulated and computed following prescribed formats, maintains files of documents used and prepared, compiles detailed production sheets or work tickets for use by production workers as guides in assembly or manufacture of products;
4. Prepares written work schedules based on established guidelines and priorities;
5. Compiles material inventory records and prepares requisitions for procurement of materials and supplies charts production using chart, graph, or pegboard based on statistics compiled for reference by production and management personnel, and

- Sorts and distributes work tickets or material and may compute wages from employee time cards and post wage data on records used for preparation of payroll.

Job Qualifications: High School diploma, GED or equivalent experience with 2 years general experience and 1 year of specialized experience.

Stock Clerk (SCA 21150)

Job Duties: Receives, stores and issues equipment, materials, supplies, merchandise, foodstuffs or tools, and compiles stock records of items in stockroom, warehouse or storage yard. Sorts, or weighs incoming articles to verify receipt of items on requisition or invoice, examines stock to verify conformance to specifications, stores articles in bins, on floor or on shelves according to identifying information, such as style, size or type of material, fills orders or issues supplies from stock, prepares periodic, special or perpetual inventory of stock, and requisitions articles to fill incoming orders. Also compiles reports on use of stock handling equipment, adjustments of inventory counts and stock records, spoilage of or damage to stock, location changes, and refusal of shipments, may mark identifying codes, figures, or letters on articles, may distribute stock among production workers, keeping records of material issued, may make adjustments or repairs to articles carried in stock, and may cut stock to site to fill order.

Job Qualifications: High School diploma, GED or equivalent experience with 1 year generalized experience.

Supply Technician (SCA 01410)

Job Duties: Performs limited aspects of technical supply management work (e.g., inventory management, storage management, cataloging, property utilization) related to depot, local, or other supply activities. Work usually is segregated by commodity area or function, and controlled in terms of difficulty, complexity, or responsibility. Assignments usually relate to stable or standardized segments of technical supply management operations; or to functions or subjects that are narrow in scope or limited in difficulty. The work generally involves individual case problems or supply actions. This work may require consideration of program requirements, together with specific variations in or from standardized guidelines. Assignments require (a) a good working knowledge of the governing supply systems, programs, policies, nomenclature, work methods, manuals or other established guidelines; (b) an understanding of the needs of the organization serviced, and (c) analytical ability to define or recognize the dimension of the problems involved, to collect the necessary data, to establish the facts, and to take or recommend action based upon application or interpretation of established guidelines.

Illustrative Assignments:

1. **Inventory management:** Responsible for inventory management of decentralized and decontrolled items, including supplies and equipment. Items managed typically are of low unit or annual demand value, involve short procurement lead time (less than 9 months), are obtained from standard or other readily available sources of supply, and reflect relatively stable patterns of demand. Items usually are of a general, common-use type, non-reparable and seldom require intensive investigation of atypical variations in their supply and demand patterns. Positions are located in local, regional or headquarters offices for which the military supply management organization has overall inventory management responsibility. The work includes requirements determination and forecasting, distribution or redistribution of material, procurement authorization, limited funds management or other related work.
2. **Material coordination:** Performs material coordination duties for special programs, maintenance or production shops. Duties are performed on the basis of practical experience in processing and expediting supply transactions related to the particular organizations serviced.
3. **Cataloging:** Writes item descriptions for a range of new items entering the supply channels of a particular agency or field establishment. Applies requirements selecting the appropriate description pattern and answering the requirements contained in the pattern. Reviews existing stock catalogs, manufacturers' catalogs, drawings or other resource materials, for the purpose of matching characteristics or part numbers to identify duplicate items already catalogued or otherwise recorded in the supply system.

Level of Responsibility:

Works within a framework of established supply regulations, policies and procedures, or other governing supply management guidelines. Deals with a variety of operating officials regarding limited aspects of program needs of the organization serviced. Contacts may relate to inventory requirements in a stable or standardized organization and to the adequate description or identification of less complex items which are new to the system. May contact representatives of commercial firms to obtain information regarding new items of supply, item characteristics, or procurement lead time, or representatives of government agencies (Federal, State or local) regarding the utilization of property.

Job Qualifications: High School diploma, GED or equivalent experience with at least 1-2 years general experience and 1 year of specialized experience.

Tools and Parts Attendant (SCA 21210)

Job Duties: Receives, stores and issues hand tools, machine tools, dies, replacement parts, shop supplies and equipment, such as measuring devices, in an industrial establishment. The Tools and Parts Attendant does the following keeps records of tools issued to and returned by workers, searches for lost or misplaced tools, prepares periodic inventory or keeps perpetual inventory and requisitions stock as needed, unpacks and stores new equipment; visually inspects tools or measures with micrometer for wear or defects and reports damaged or worn-out equipment to superiors; may coat tools with grease or other preservative, using a brush or spray gun, and may attach identification tags or engrave identifying information on tools and equipment using electric marking tool.

Job Qualifications: High School diploma, GED or equivalent experience with at least 1-2 years general experience and 1 year of specialized experience.

Truck Driver (SCA)

- **Truck Driver, Light Truck (SCA 31361)**
- **Truck Driver, Heavy Truck (SCA 31363)**
- **Truck Driver, Medium Truck (SCA 31362)**

Job Duties:

Truck Driver, Light Truck

Straight truck, under 1 1/2 tons, usually 4 wheels

Truck Driver, Medium Truck

Straight truck, 1 1/2 to 4 tons inclusive, usually 6 wheels

Truck Drive, Heavy Truck

Straight truck, over 4 tons, usually 10 wheels

Job Qualifications: Current State driver's license for the size of the truck being driven and 1-2 years general experience.

Warehouse Specialist (SCA 21410)

Job Duties: Performs a variety of warehousing duties that require an understanding of the establishment's storage plan. Work involves most of the following: verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages, routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods, rearranging and taking inventory of stored materials, examining stored materials and reporting deterioration and damage, removing material from storage and preparing it for shipment. This worker may operate hand or power trucks in performing warehousing duties.

Job Qualifications: High School diploma, GED or equivalent experience with at least 1-2 years experience.

Logistician

- **Logistician, Level I**
- **Logistician, Level II**
- **Logistician, Level III**
- **Logistician, Level IV**
- **Logistician, Level V**
- **Logistician, Level VI**
- **Logistician, Level VII**

Job Duties: Supports the preparation of innovative, timely and professional solutions to logistics problems. Duties may include, but are not limited to: develops value-added approaches to logistics challenges employing analysis, innovation and experience; utilizes decision support tools to perform network studies, routing organization, and transportation rate analyses; develops winning responses to Requests For Proposal; identifies and implements improvements to existing operations; interfaces with the customer to fully and accurately define requirements and solution approach, ensures the gathering of accurate information required for analysis; applies quality management philosophies and methodologies; manufacturing operations, shipping, receiving, inventory control, transportation and other related requirements; performs tactical priority-setting in the logistics environment; provides technical and operational support, and manages risk and contingency planning.

Job Qualifications:

- Logistician Level I Associates Degree* with 0-2 years of general experience and 1 year of specialized experience
- Logistician Associates Degree* with 2-4 years of general experience

- Level II and 1-3 years of specialized experience
- Logistician Level III Associates Degree* with 3-6 years of general experience and 2-5 years of specialized experience
- Logistician Level IV Associates Degree* with 5-8 years of general experience and 4-7 years of specialized experience
- Logistician Level V Bachelor's Degree* with 5-8 years of general experience and 4-7 years of specialized experience
- Logistician Level VI Bachelor's Degree* with 8-10 years of general experience and 6-9 years of specialized experience
- Logistician Level VII Bachelor's Degree* with 10-12 years of general experience and 8-11 years of specialized experience

****Two (2) years of equivalent work experience may be substituted for each year of required college education that an individual employee does not have. One (1) year of college education also substitutes for two (2) years of experience that the employee does not have.***

Operations Specialist

- **Operations Specialist I**
- **Operations Specialist II**
- **Operations Specialist III**
- **Operations Specialist IV**
- **Operations Specialist V**
- **Operations Specialist VI**
- **Operations Specialist VII**

Job Duties: Directs, manages and coordinates all operational resources at a facility. Duties may include, but are not limited to: defines requirements for current distribution operations and ensures new strategies meet customer requirements; executes daily operations for customer shipment optimization; monitors daily load out; verifies customer's shipments; manages carrier communication to ensure operational coverage for all shipments; coordinates and ensures coverage of multiple shift personnel; directs administrative personnel on operational functions (e.g. shipment data entry, pickup scheduling, carrier tracking and tracing, and report generation); performs operational process training; manages staffing, payroll and daily productivity; monitors assets for all SoBran and customer-owned equipment; develops and coordinates safety training; maintains quality processes and monitors all program metrics; executes objectives in transportation functions, productivity, training, cost controls and performance requirements, and performs all accounts payable/accounts receivable activities.

Job Qualifications:

- Operations Specialist Level I High School Diploma, GED, or equivalent experience with 2 years of general experience and 1 year of specialized experience

- Operations Specialist Level II High School Diploma, GED, or equivalent experience with 1-4 years of general experience and 2 years of specialized experience
- Operations Specialist Level III Associates Degree with 3-6 years of general experience and 2-5 years of specialized experience
- Operations Specialist Level IV Associates Degree with 5-8 years of general experience and 4-7 years of specialized experience
- Operations Specialist Level V Associates Degree with 6-9 years of general experience and 5-7 years of specialized experience
- Operations Specialist Level VI Bachelor's Degree with 7-10 years of general experience and 7 years of specialized experience
- Operations Specialist Level VII Bachelor's Degree with 10-12 years of general experience and 9 years of specialized experience

****Two (2) years of equivalent work experience may be substituted for each year of required college education that an individual employee does not have. One (1) year of college education also substitutes for two (2) years of experience that the employee does not have.***

Project Manager

- **Project Manager Level I**
- **Project Manager Level II**
- **Project Manager Level III**
- **Project Manager Level IV**
- **Project Manager Level V**

Job Duties: Responsible for the overall management of the project, as well as application of technology and domain expertise to business problems. Understands strategic vision and how technology fits and enhances that vision. Ensures the proper and timely implementation of technical solutions, schedules, objectives, budget, labor and task scoping, milestones and the supervision of the project team through to completion. Duties may include, but are not limited to: oversees solution development; management of small to large project teams in the implementation of logistics projects; identifies resources and skill sets; assigns roles and responsibilities; establishes project guidelines; develops white papers; supports the customer, and builds working relationships with customer management, vendors, and technology partners.

Job Qualifications:

- Project Manager Level I BA, Engineering, Business, Scientific Field* with 2-5 years of general experience and 1 year of specialized

experience

- Project Manager Level II BA, Engineering, Business, Scientific Field* with at least 5 years of general experience and 2 years of specialized experience
- Project Manager Level III BA, Engineering, Business, Scientific Field* with at least 10 years of general experience and 5 years of specialized experience
- Project Manager Level IV BA, Engineering, Business, Scientific Field* with at least 15 years of general experience and 10 years of specialized experience
- Project Manager Level V BA, Engineering, Business, Scientific Field* with at least 20 years of general experience and 15 years of specialized experience

****Two (2) years of equivalent work experience may be substituted for each year of required college education that an individual employee does not have. One (1) year of college education also substitutes for two (2) years of experience that the employee does not have.***

Program Manager

- **Program Manager Level I**
- **Program Manager Level III**
- **Project Manager Level II**
- **Program Manager Level IV**

Job Duties: Serves directly as the contractor's senior manager or may manage multiple project managers serving in this capacity. Responsible for all aspects of program performance including planning, organizing, staffing, directing and controlling multiple projects and tasks. Responsible for managing the overall cost, schedule and performance aspects of the program. Possesses and applies comprehensive knowledge of principles, practices, and procedures of specialization to accomplish very difficult assignments that are highly complex. Establishes and maintains technical and financial reports. Interacts with the customer to address all services required and report project progress. Interacts closely with other elements of management as well as the client/customer community. Generally supervises subordinates in the performance of assigned responsibilities.

Job Qualifications:

- Program Manager Level I BA, Engineering, Business, Scientific Field* with 5 years of general experience and 1 year of specialized experience
- Program Manager Level II BA, Engineering, Business, Scientific Field* with at least 10 years of general experience and 5 years of specialized experience

- Program Manager Level III BA, Engineering, Business, Scientific Field* with at least 15 years of general experience and 10 years of specialized experience
- Program Manager Level IV BA, Engineering, Business, Scientific Field* with at least 20 years of general experience and 15 years of specialized experience

****Two (2) years of equivalent work experience may be substituted for each year of required college education that an individual employee does not have. One (1) year of college education also substitutes for two (2) years of experience that the employee does not have.***

SoBran



HOURLY LABOR RATES - Customer Site

| Labor Category On Customer Site | 23 Aug 2010 through 22 Aug 2011 | 23 Aug 2011 through 22 Aug 2012 | 23 Aug 2012 through 22 Aug 2013 | 23 Aug 2013 through 22 Aug 2014 | 23 Aug 2014 through 22 Aug 2015 |
|--|---|---|---|---|---|
| Engineering Technician I * | \$ 34.10 | \$ 35.09 | \$ 36.12 | \$ 37.17 | \$ 38.26 |
| Engineering Technician II * | \$ 38.29 | \$ 39.40 | \$ 40.55 | \$ 41.74 | \$ 42.96 |
| Forklift Operator * | \$ 28.36 | \$ 29.19 | \$ 30.05 | \$ 30.92 | \$ 31.83 |
| General Clerk II * | \$ 26.47 | \$ 27.24 | \$ 28.04 | \$ 28.86 | \$ 29.70 |
| General Clerk III * | \$ 29.57 | \$ 30.43 | \$ 31.32 | \$ 32.24 | \$ 33.18 |
| General Clerk IV * | \$ 36.16 | \$ 37.21 | \$ 38.30 | \$ 39.42 | \$ 40.57 |
| Material Coordinator * | \$ 36.75 | \$ 37.83 | \$ 38.93 | \$ 40.07 | \$ 41.24 |
| Material Handling Laborer * | \$ 22.19 | \$ 22.84 | \$ 23.50 | \$ 24.19 | \$ 24.90 |
| Production Control Clerk * | \$ 34.74 | \$ 35.75 | \$ 36.79 | \$ 37.87 | \$ 38.97 |
| Stock Clerk (Shelf Stocker; Store Worker II) * | \$ 23.87 | \$ 24.56 | \$ 25.28 | \$ 26.02 | \$ 26.78 |
| Supply Technician * | \$ 41.39 | \$ 42.60 | \$ 43.85 | \$ 45.13 | \$ 46.45 |
| Tools and Parts Attendant * | \$ 31.50 | \$ 32.42 | \$ 33.37 | \$ 34.34 | \$ 35.35 |
| Truck Driver, Heavy Truck * | \$ 32.29 | \$ 33.23 | \$ 34.20 | \$ 35.20 | \$ 36.23 |
| Truck Driver, Light Truck * | \$ 26.81 | \$ 27.59 | \$ 28.40 | \$ 29.23 | \$ 30.08 |
| Truck Driver, Medium Truck * | \$ 32.99 | \$ 33.95 | \$ 34.94 | \$ 35.96 | \$ 37.01 |
| Warehouse Specialist * | \$ 29.80 | \$ 30.67 | \$ 31.56 | \$ 32.48 | \$ 33.43 |
| Logistician, Level I | \$ 31.45 | \$ 32.37 | \$ 33.32 | \$ 34.29 | \$ 35.29 |
| Logistician, Level II | \$ 41.97 | \$ 43.20 | \$ 44.46 | \$ 45.76 | \$ 47.09 |
| Logistician, Level III | \$ 47.95 | \$ 49.35 | \$ 50.79 | \$ 52.27 | \$ 53.80 |
| Logistician, Level IV | \$ 56.39 | \$ 58.04 | \$ 59.73 | \$ 61.48 | \$ 63.27 |
| Logistician, Level V | \$ 67.69 | \$ 69.67 | \$ 71.70 | \$ 73.80 | \$ 75.95 |
| Logistician, Level VI | \$ 81.16 | \$ 83.53 | \$ 85.97 | \$ 88.48 | \$ 91.07 |
| Logistician, Level VII | \$ 97.45 | \$ 100.30 | \$ 103.23 | \$ 106.24 | \$ 109.35 |
| Operations Specialist I | \$ 31.07 | \$ 31.98 | \$ 32.91 | \$ 33.87 | \$ 34.86 |
| Operations Specialist II | \$ 40.97 | \$ 42.17 | \$ 43.40 | \$ 44.67 | \$ 45.97 |
| Operations Specialist III | \$ 49.88 | \$ 51.33 | \$ 52.83 | \$ 54.37 | \$ 55.96 |
| Operations Specialist IV | \$ 67.54 | \$ 69.51 | \$ 71.54 | \$ 73.63 | \$ 75.78 |
| Operations Specialist V | \$ 81.16 | \$ 83.53 | \$ 85.97 | \$ 88.48 | \$ 91.07 |
| Operations Specialist VI | \$ 97.45 | \$ 100.30 | \$ 103.23 | \$ 106.24 | \$ 109.35 |
| Operations Specialist VII | \$ 117.58 | \$ 121.01 | \$ 124.54 | \$ 128.18 | \$ 131.92 |

| Labor Category On Customer Site | 23 Aug 2010 through 22 Aug 2011 | 23 Aug 2011 through 22 Aug 2012 | 23 Aug 2012 through 22 Aug 2013 | 23 Aug 2013 through 22 Aug 2014 | 23 Aug 2014 through 22 Aug 2015 |
|--|--|--|--|--|--|
| Project Manager Level I | \$ 39.17 | \$ 40.32 | \$ 41.49 | \$ 42.70 | \$ 43.95 |
| Project Manager Level II | \$ 52.79 | \$ 54.33 | \$ 55.92 | \$ 57.55 | \$ 59.23 |
| Project Manager Level III | \$ 67.69 | \$ 69.67 | \$ 71.70 | \$ 73.80 | \$ 75.95 |
| Project Manager Level IV | \$ 81.16 | \$ 83.53 | \$ 85.97 | \$ 88.48 | \$ 91.07 |
| Project Manager Level V | \$ 97.45 | \$ 100.30 | \$ 103.23 | \$ 106.24 | \$ 109.35 |
| Program Manager Level I | \$ 101.41 | \$ 104.37 | \$ 107.42 | \$ 110.55 | \$ 113.78 |
| Program Manager Level II | \$ 111.33 | \$ 114.58 | \$ 117.93 | \$ 121.37 | \$ 124.91 |
| Program Manager Level III | \$ 117.58 | \$ 121.01 | \$ 124.54 | \$ 128.18 | \$ 131.92 |
| Program Manager Level IV | \$ 208.74 | \$ 214.84 | \$ 221.11 | \$ 227.57 | \$ 234.21 |

* Subject to Service Contract Act



HOURLY LABOR RATES - SoBran Site

| Labor Category SoBran Site | 23 Aug 2010 through 22 Aug 2011 | 23 Aug 2011 through 22 Aug 2012 | 23 Aug 2012 through 22 Aug 2013 | 23 Aug 2013 through 22 Aug 2014 | 23 Aug 2014 through 22 Aug 2015 |
|--|---|---|---|---|---|
| Engineering Technician I * | \$ 38.47 | \$ 39.59 | \$ 40.75 | \$ 41.94 | \$ 43.17 |
| Engineering Technician II * | \$ 43.20 | \$ 44.46 | \$ 45.75 | \$ 47.09 | \$ 48.47 |
| Forklift Operator * | \$ 32.00 | \$ 32.93 | \$ 33.89 | \$ 34.88 | \$ 35.90 |
| General Clerk II * | \$ 29.87 | \$ 30.74 | \$ 31.64 | \$ 32.56 | \$ 33.51 |
| General Clerk III * | \$ 33.36 | \$ 34.33 | \$ 35.33 | \$ 36.36 | \$ 37.43 |
| General Clerk IV * | \$ 40.80 | \$ 41.99 | \$ 43.21 | \$ 44.48 | \$ 45.78 |
| Material Coordinator * | \$ 41.48 | \$ 42.69 | \$ 43.93 | \$ 45.22 | \$ 46.54 |
| Material Handling Laborer * | \$ 25.03 | \$ 25.76 | \$ 26.51 | \$ 27.29 | \$ 28.08 |
| Production Control Clerk * | \$ 39.19 | \$ 40.34 | \$ 41.51 | \$ 42.73 | \$ 43.97 |
| Stock Clerk (Shelf Stocker; Store Worker II) * | \$ 26.93 | \$ 27.72 | \$ 28.53 | \$ 29.36 | \$ 30.22 |
| Supply Technician * | \$ 46.71 | \$ 48.07 | \$ 49.47 | \$ 50.92 | \$ 52.40 |
| Tools and Parts Attendant * | \$ 35.56 | \$ 36.60 | \$ 37.67 | \$ 38.77 | \$ 39.90 |
| Truck Driver, Heavy Truck * | \$ 36.42 | \$ 37.49 | \$ 38.58 | \$ 39.71 | \$ 40.87 |
| Truck Driver, Light Truck * | \$ 30.24 | \$ 31.12 | \$ 32.03 | \$ 32.96 | \$ 33.93 |
| Truck Driver, Medium Truck * | \$ 37.21 | \$ 38.29 | \$ 39.41 | \$ 40.56 | \$ 41.75 |
| Warehouse Specialist * | \$ 33.62 | \$ 34.61 | \$ 35.62 | \$ 36.66 | \$ 37.73 |
| Logistician, Level I | \$ 35.49 | \$ 36.52 | \$ 37.59 | \$ 38.69 | \$ 39.82 |
| Logistician, Level II | \$ 47.35 | \$ 48.74 | \$ 50.16 | \$ 51.62 | \$ 53.13 |
| Logistician, Level III | \$ 54.11 | \$ 55.68 | \$ 57.31 | \$ 58.98 | \$ 60.71 |
| Logistician, Level IV | \$ 63.61 | \$ 65.47 | \$ 67.38 | \$ 69.35 | \$ 71.38 |
| Logistician, Level V | \$ 76.37 | \$ 78.60 | \$ 80.89 | \$ 83.25 | \$ 85.68 |
| Logistician, Level VI | \$ 91.58 | \$ 94.25 | \$ 97.00 | \$ 99.84 | \$ 102.75 |
| Logistician, Level VII | \$ 109.95 | \$ 113.16 | \$ 116.46 | \$ 119.86 | \$ 123.37 |
| Operations Specialist I | \$ 35.05 | \$ 36.08 | \$ 37.13 | \$ 38.22 | \$ 39.33 |
| Operations Specialist II | \$ 46.21 | \$ 47.56 | \$ 48.95 | \$ 50.38 | \$ 51.85 |
| Operations Specialist III | \$ 56.28 | \$ 57.92 | \$ 59.61 | \$ 61.35 | \$ 63.14 |
| Operations Specialist IV | \$ 76.20 | \$ 78.43 | \$ 80.72 | \$ 83.07 | \$ 85.50 |
| Operations Specialist V | \$ 91.58 | \$ 94.25 | \$ 97.00 | \$ 99.84 | \$ 102.75 |
| Operations Specialist VI | \$ 109.95 | \$ 113.16 | \$ 116.46 | \$ 119.86 | \$ 123.37 |
| Operations Specialist VII | \$ 132.65 | \$ 136.53 | \$ 140.51 | \$ 144.62 | \$ 148.84 |
| Project Manager Level I | \$ 44.19 | \$ 45.48 | \$ 46.81 | \$ 48.18 | \$ 49.59 |

| Labor Category SoBran Site | 23 Aug 2010 through 22 Aug 2011 | 23 Aug 2011 through 22 Aug 2012 | 23 Aug 2012 through 22 Aug 2013 | 23 Aug 2013 through 22 Aug 2014 | 23 Aug 2014 through 22 Aug 2015 |
|-------------------------------|---|---|---|---|---|
| Project Manager Level II | \$ 59.54 | \$ 61.28 | \$ 63.07 | \$ 64.91 | \$ 66.80 |
| Project Manager Level III | \$ 76.37 | \$ 78.60 | \$ 80.89 | \$ 83.25 | \$ 85.68 |
| Project Manager Level IV | \$ 91.58 | \$ 94.25 | \$ 97.00 | \$ 99.84 | \$ 102.75 |
| Project Manager Level V | \$ 109.95 | \$ 113.16 | \$ 116.46 | \$ 119.86 | \$ 123.37 |
| Program Manager Level I | \$ 114.41 | \$ 117.75 | \$ 121.18 | \$ 124.72 | \$ 128.37 |
| Program Manager Level II | \$ 125.60 | \$ 129.27 | \$ 133.05 | \$ 136.93 | \$ 140.93 |
| Program Manager Level III | \$ 132.65 | \$ 136.53 | \$ 140.51 | \$ 144.62 | \$ 148.84 |
| Program Manager Level IV | \$ 235.50 | \$ 242.38 | \$ 249.46 | \$ 256.74 | \$ 264.24 |

* Subject to Service Contract Act

