

GSA PES SCHEDULE 871

**Authorized
Federal Supply Service**

Professional Engineering Services



Contract Number: GS-10F-0380U

**Period Covered by Contract:
October 1, 2008 through September 30, 2018
Mod PS-0009, July 9, 2013**

**General Service Administration
Federal Supply Service**

Online Access at GSA *Advantage!*TM: www.fss.gsa.gov



KeyLogic Systems, Inc.
3168 Collins Ferry Road
Morgantown, WV 26505
304.296.9100 voice
304.296.9300 fax

INTRODUCTION TO KEYLOGIC SYSTEMS, INC.

KeyLogic Systems is a small business under our PES Contract Number GS-10F-0380U specializing in Knowledge Management/Business Intelligence, Program Management and Systems Integration Solutions for federal customers. KeyLogic has been recognized as a superior small business for consistent growth since its inception through the receipt of numerous awards including being named to the Washington Technology's Fast 50 List (number 27), which highlights the 50 fastest growing small businesses in the Federal market. In 2007, KeyLogic was listed by Inc. 5000 as number 392 among the Top 500 IT Service Providers in the United States.

In addition to our numerous successes, KeyLogic also provides services to approximately twelve federal agencies, including; Environmental Protection Agency (EPA), Department of Defense (DoD), Defense Information Systems Agency (DISA), Department of the Army, Department of Housing and Urban Development (HUD), Department of Education (ED), Department of Energy (DOE), Department of Labor (DOL), Department of Transportation (DOT), Department of Treasury (Treasury), General Services Administration (GSA), Internal Revenue Service (IRS), and the National Aeronautics & Space Administration (NASA).

KeyLogic's support of the Budget Automated System assisted EPA in qualifying as a finalist for the 2002 Presidential Quality Award in the area of Budget and Performance Integration by accomplishing "horizontal fusion" of budget and performance data throughout the 10 EPA regions and headquarters staffs. KeyLogic's budget systems support also contributed to EPA's achievement of a **2003 Presidential Quality Award** in Improved Financial Performance.

KeyLogic personnel have led nationwide implementations providing a wide range of superior consulting and program management services. Our customers are assured they will receive outstanding support and services including but not limited to:

- ◆ IT Strategic Planning (Standards Based Architecture)
- ◆ Government Performance and Results act (GPRA)
- ◆ Clinger-Cohen Act Documentation
- ◆ OMB Circulars A-11 and A-130
- ◆ Agency Regulations (e.g. DoD 5000 series)
- ◆ Business Process Reengineering

CUSTOMER INFORMATION

1a. Awarded Special Item Number(s):

SIN 871-1 Strategic Planning for Technology Programs/Activity
SIN 871-2 Concept Development and Requirements Analysis
SIN 871-3 System Design, Engineering and Integration
SIN 871-4 Test and Evaluation
SIN 871-6 Acquisition and Life Cycle Management

1b. See Pricelist on page 9.

2. Maximum order: \$1,000,000.00

3. Minimum order: \$100.00

4. Geographic coverage (delivery area): FOB Destination, "Domestic Delivery Only", the exact delivery time to be specified on Individual Delivery/Task Orders

5. Clause I-FSS-969 Economic Price Adjustment – FSS Multiple Award Schedule (Jan 2002) is applicable to this contract. In accordance with I-FSS-969(b)(1), the base contract period (contract years 2 through 5) reflect a negotiated escalation rate of 4.0%. In regards to Option Period 1 through 3 (contract years 6 through 20), the Economic Price Adjustment Method shall be based on EPA clause I-FSS-969(b)(2). The agreed upon market indicator available from the US Department of Labor, Bureau of Labor Statistics will be used at time of Option Exercise to calculate an average percentage to determine the fixed annual escalation for the 5 year Option Period. The average percentage will be calculated using 5 years starting with the latest available quarter showing 12 month percentage change and going back 4 years.

6. Discount from list prices or statement of net price: Government net prices (discounts already deducted).

7. Quantity discounts: None offered.

8. Prompt payment discount: Net 30 days

9. Government purchase card(s) accepted: Yes

10. License fees are to be negotiated between the contractor and the individual customer agencies.

11. Ordering Address(es):

KeyLogic Systems, Inc.
Attn: Contracts Department
3168 Collins Ferry Road
Morgantown, WV 26505
contracts@keylogic.com

12. Payment Address:

KeyLogic Systems, Inc.
3168 Collins Ferry Road
Morgantown, WV 26505

13. Additional Ordering Information:

DUNS Number - 054303180
Taxpayer Identification Number - 55-0764837
Cage Code - 1K WG7
Central Contractor Registered (CCR)
Business Size – Small

KEYLOGIC SYSTEMS, INC. ORGANIZATIONAL QUALIFICATIONS - PES SERVICES

Through GSA's Professional Engineering Services (PES) 871 contract, KeyLogic offers engineering services under Special Item Numbers (SINs) 1, 2, 3, 4 and 6 in the Electrical Engineering discipline.

SINs

871-1 Strategic Planning for Technology Programs/Activity

Services required under this SIN involve the definition and interpretation of high level organizational engineering performance requirements such as projects, systems, missions, etc., and the objectives and approaches to their achievement. Typical associated tasks include, but are not limited to an analysis of mission, program goals and objectives, requirements analysis, organizational performance assessment, special studies and analysis, training, and consulting.

Examples include:

- 1) A comparison of IV&V application in various phases of software product development in order to develop a methodology for Code Review participation.
- 2) An analysis of how an unsuccessful landing of the NASA Mars Polar Lander (MPL) would impact the Phoenix Mission; detailing what areas of the software and sequences would be impacted on Phoenix, identifying what analysis activities had to be performed, and providing recommendations for additional tasking to address potential problem areas.

871-2 Concept Development and Requirements Analysis

Services required under this SIN involve abstract or concept studies and analysis, requirements definition, preliminary planning, the evaluation of alternative technical approaches and associated costs for the development of enhancement of high level general performance specifications of a system, project, mission or activity. Typical associated tasks include, but are not limited to requirements analysis, cost/cost performance trade-off analysis, feasibility analysis, regulator compliance support, technology/system conceptual designs, training, and consulting.

Examples include:

- 1) The development of a UML 2.0 System Reference Model (SRM) for the NASA Lunar Reconnaissance Orbiter (LRO). The LRO SRM detailed the operational behaviors for the LRO spacecraft and the results consisted of Use Case documents, Activity Diagrams, and the identification of behaviors that were not consistent with the mission goals and objectives.
- 2) An analysis of system and sub-system level requirements for the NASA Orion Crew Vehicle. This analysis assessed quality attributes and functionality, resulting in issues detailing where requirements are ambiguous, incorrect, incomplete, inconsistent and unverifiable.

871-3 System Design, Engineering, and Integration

Services required under this SIN involve the translation of a system (or subsystem, program, project, activity) concept into a preliminary and detailed design (engineering plans and specifications), performing risk identification/analysis, mitigation, traceability, and then integrating the various components to produce a working prototype or model of the system. Typical associated tasks include, but are not limited to computer-aided design, design studies and analysis, high level detailed specification preparation, configuration, management and document control, fabrication, assembly and simulation, modeling, training, and consulting.

Examples include:

- 1) Analysis of the GN&C Flight Software Design Algorithms for the NASA Gamma Ray Large Area Space Telescope (GLAST). This analysis focused on requirements verification, algorithm description verification, initialization verification, parameter verification, input/output verification, telemetry verification and logical algorithm design errors, resulting in issues detailing where the design ambiguous, incorrect, incomplete, inconsistent and untestable.
- 2) Analysis of the NASA Phoenix Flight Software Design to allow an assessment determining the design's ability to capture the requirements and an overall assessment of software design quality which would allow for adequate implementation. This analysis resulted in issues detailing where the design ambiguous, incorrect, incomplete, inconsistent and untestable.

871-4 Test and Evaluation

Services required under this SIN involve the application of various techniques demonstrating that a prototype system (subsystem, program, project or activity) performs in accordance with the objectives outlined in the original design. Typical associated tasks include, but are not limited to testing of a prototype and first article(s) testing, environmental testing, independent verification and validation, reverse engineering, simulation and modeling (to test the feasibility of a concept), system, quality assurance, physical testing of the product system, training, and consulting.

Example:

Analysis of the Command and Data Handling (C&DH) test artifacts for the NASA Gamma Ray Large Area Space Telescope (GLAST) and the Solar Dynamics Observatory (SDO). These analyses targeted the test plans, procedures, scripts, and results acquired from system acceptance testing and was directed to an independent verification that these test artifacts completely, consistently, and correctly tested the system requirements and system design. The analyses resulted in issues delivered to the GLAST project detailing incorrect or incomplete test artifacts, requirements that were not tested or not completely tested, and test results that did not adequately verify the intended requirements.

871-6 Acquisition and Life Cycle Management

Services required under this SIN involve all of the planning, budgetary, contract and systems/program management functions required to procure and or/produce, render operational and provide life cycle support (maintenance, repair, supplies, engineering specific logistics) to (technology based) systems, activities, subsystems, projects, etc. Typical associated tasks include, but are not limited to operation and maintenance, program/project management, technology transfer/insertion, training and consulting.

Examples include:

- 1) Participated in code review and analysis activities for the NASA Gamma Ray Large Area Space Telescope (GLAST) and the Solar Dynamics Observatory (SDO). This allowed real-time feedback to the developer on code implementation problems discovered during dynamic and static analysis of flight software code and resulted in the discovery of implementation that was incorrect, inconsistent, incomplete, lacking accuracy and untestable.
- 2) Managed the contractual, technical, schedule, financial, and personnel activities throughout the various phases of the lifecycle the NASA Gamma Ray Large Area Space Telescope (GLAST) and the Solar Dynamics Observatory (SDO). This included responses to the original and revisions of the Statement of Work (SOW), identifying and managing technical tasks within the scope of the SOW, and managing the schedule, finances, and staffing associated with the resulting technical baseline.

- 3) Completed an analysis of the criticality of the software to determine the resulting scope of the NASA Gamma Ray Large Area Space Telescope (GLAST) and the Solar Dynamics Observatory (SDO). Criticality was based on the minimum success criteria, overall project goals and objectives, and likelihood and consequence of failures of the software.

Electrical Engineering Discipline

The Electrical Engineering Discipline includes Planning, design, development, evaluation and operation of electrical principles, models and processes. It includes, but is not limited to, the design, fabrication, measurement and operation of electrical devices, equipment and systems (e.g., signal processing; telecommunication; sensors, microwave, and image processing; micro-fabrication; energy systems and control; micro- and nano-electronics; plasma processing; laser and photonics; satellites, missiles and guidance systems, space vehicles, fiber optics, robotics, etc.). There are several specialties within the scope of work for electrical engineering. They include:

- Aerospace and Electronic Systems
- Antennas and Propagation
- Broadcast Technology
- Circuits and Systems
- Communications
- Components Packaging and Manufacturing Technology
- Computer*
- Consumer Electronics
- Control Systems
- Dielectrics and Electrical Insulation
- Education
- Electromagnetic Compatibility
- Engineering in Medicine and Biology
- Engineering Management
- Geosciences and Remote Sensing
- Industrial Electronics
- Industry Applications
- Information Theory
- Instrumentation and Measurement
- Intelligent Transportation Systems
- Lasers and Electro-Optics
- Magnetics
- Microwave Theory and Techniques
- Neural Networks Council
- Nuclear and Plasma Sciences
- Oceanic Engineering
- Power Engineering
- Professional Communication
- Reliability
- Robotics and Automation
- Signal Processing on Social Implications of Technology
- Solid-State Circuits
- Systems, Man and Cybernetics
- Ultrasonics, Ferroelectrics and Frequency Control
- Vehicular Technology

**KeyLogic Systems, Inc.
PES PRICELIST**

**Hourly Rates for SINs 871-1, 871-2, 871-3, 871-4, and 871-6,
Electrical Engineering, are as follows:**

GSA Hourly Rates October 1, 2008 through September 30, 2013					
Labor Category	Year 1	Year 2	Year 3	Year 4	Year 5
Subject Matter Expert V	\$356.25	\$356.25	\$370.50	\$385.32	\$400.73
Subject Matter Expert IV	\$285.00	\$285.00	\$296.40	\$308.26	\$320.59
Subject Matter Expert III	\$237.50	\$237.50	\$247.00	\$256.88	\$267.16
Subject Matter Expert II	\$172.90	\$172.90	\$179.82	\$187.01	\$194.49
Subject Matter Expert I	\$145.83	\$145.83	\$151.66	\$157.73	\$164.04
Project Manager III	\$156.39	\$162.65	\$169.15	\$175.92	\$182.95
Project Manager II	\$127.53	\$132.63	\$137.94	\$143.45	\$149.19
Engineer III	\$139.62	\$145.20	\$151.01	\$157.05	\$163.34
Engineer II	\$107.35	\$111.64	\$116.11	\$120.75	\$125.58
Engineer I	\$99.31	\$103.28	\$107.41	\$111.71	\$116.18
Test Engineer III	\$131.77	\$137.04	\$142.52	\$148.22	\$154.15
Test Engineer II	\$105.21	\$109.42	\$113.80	\$118.35	\$123.08
Test Engineer I	\$89.88	\$93.48	\$97.21	\$101.10	\$105.15
Application Engineer	\$95.38	\$99.20	\$103.16	\$107.29	\$111.58
Graphic Support	\$66.50	\$69.16	\$71.93	\$74.80	\$77.80

**Hourly Rates for SINs 871-1, 871-2, 871-3, 871-4, and 871-6,
Electrical Engineering, are as follows:**

GSA HOURLY RATES					
October 1, 2013 - September 30, 2018					
Labor Category	Year 6	Year 7	Year 8	Year 9	Year 10
Subject Matter Expert V	\$380.00	\$380.00	\$387.60	\$ 395.35	\$403.26
Subject Matter Expert IV	\$285.00	\$285.00	\$290.70	\$ 296.51	\$302.44
Subject Matter Expert III	\$237.50	\$237.50	\$242.25	\$ 247.10	\$252.04
Subject Matter Expert II	\$180.03	\$180.03	\$183.63	\$ 187.30	\$191.05
Subject Matter Expert I	\$158.30	\$158.30	\$161.47	\$ 164.70	\$167.99
Project Manager III	\$135.73	\$138.44	\$141.21	\$ 144.04	\$146.92
Project Manager II	\$135.02	\$137.72	\$140.47	\$ 143.28	\$146.15
Engineer III	\$129.41	\$132.00	\$134.64	\$ 137.33	\$140.08
Engineer II	\$122.25	\$124.70	\$127.19	\$ 129.73	\$132.33
Engineer I	\$113.42	\$115.69	\$118.00	\$ 120.36	\$122.77
Test Engineer III	\$133.26	\$135.93	\$138.64	\$ 141.42	\$144.24
Test Engineer II	\$120.15	\$122.55	\$125.00	\$ 127.50	\$130.05
Test Engineer I	\$ 85.69	\$ 87.40	\$ 89.15	\$ 90.93	\$ 92.75
Application Engineer	\$108.92	\$111.10	\$113.32	\$ 115.59	\$117.90
Graphic Support	\$ 76.46	\$ 77.99	\$ 79.55	\$ 81.14	\$ 82.76

ORDERING INFORMATION FOR Professional Engineering Services (PES)

SPECIAL NOTICE TO AGENCIES:

SMALL BUSINESS PARTICIPATION

SBA strongly supports the participation of small business concerns in the Federal Supply 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 Federal Supply Schedules, and to report accomplishments against these goals.

For orders exceeding the micropurchase threshold, FAR 8.4 requires agencies to consider the catalog/pricelists of at least three schedule contractors or consider reasonably available information by using the GSA Advantage! on-line shopping service (www.fss.gsa.gov). The catalogs/pricelists, GSA Advantage! and the Federal Supply Service Home Page (www.fss.gsa.gov) contains 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.

Purpose of Federal Supply Schedule

KeyLogic's services can be ordered under the following Special Item Numbers (SINs):

- SIN 871-1 Strategic Planning for Technology Programs/Activity
- SIN 874-2 Concept Development and Requirements Analysis
- SIN 874-3 System Design, Engineering and Integration
- SIN 874-4 Test and Evaluation
- SIN 874-6 Acquisition and Life Cycle Management

HOW TO PLACE AN ORDER

Once your agency determines that an outside source is needed, please note the following:

- Orders under \$3000:
 - Select the vendor most suitable to your needs.
 - Award may be made to the contractor directly.

- Orders over \$3000:
 - Develop a Statement of Work (SOW).
 - Review three pricelists.
 - Determine the best value.
 - Place an order with the contractor offering the best value.

PES LABOR CATEGORY DESCRIPTIONS

Engineer III

Functional Responsibility: Provides technical leadership and oversees engineering task teams in support of assigned tasks to include strategic planning for technology programs, concept development and requirement analyses, system design / engineering / integration, integrated logistics support, acquisition / life-cycle management, or test and evaluation in support of government and/or commercial programs. Solves difficult and unique types of technical, operations, mission, or analytical engineering problems. Develops specialized tools, models, or applications for assigned project execution. Makes technical and/or business judgments and provides advice on the resolution of technical, schedule, performance or budgetary problems.

Minimum Education: B.S. Degree

Minimum Years of Experience: 6 years

Engineer II

Functional Responsibility: As technical lead, performs engineering, scientific, or analytical functions in support of assigned tasks; plans, designs, develops, and evaluates systems and components in engineering disciplines. Solves difficult engineering problems. Develops specialized tools, models, or applications for assigned project execution. Makes technical and/or business judgments and provides advice on the resolution of technical, schedule, performance or budgetary problems.

Minimum Education: B.S. Degree

Minimum Years of Experience: 3 years

Engineer I

Functional Responsibility: Designs and develops systems and components in engineering disciplines. Performs engineering functions in support of assigned tasks. Assists senior level personnel in providing engineering or analytical support for assigned engineering tasks.

Minimum Education: B.S. Degree

Minimum Years of Experience: 1 year

Application Engineer

Functional Responsibility: Designs, develops and implements software applications and application updates in accordance with engineering design and specifications. Develops

contract deliverables requiring software application and engineering proofs of concept. Develops and updates graphics presentations to improve the quality and enhance the usability of engineering and project documents and web pages. Develops contract deliverables requiring graphics presentation. Integrates the graphics generated with automated tools and deliverable documents. Analyzes emerging automated software applications for incorporation into use in support of hardware systems, software systems, deliverable documents, web pages, and online training.

Minimum Education: B.S. Degree

Minimum Years of Experience: 4 years

Graphic Support I

Functional Responsibility: Assists with and develops and updates graphics presentations to improve the quality and enhance the usability of engineering and project documents and web pages. Supports the development of all contract deliverables requiring graphic presentation support. Integrates the graphics generated with automated tools and the deliverable documents. Analyzes all emerging automated graphics software applications for incorporation into use in support of deliverable documents, web pages, and online training.

Minimum Education: B.S. Degree or equivalent experience

Minimum Years of Experience: 2 years

Test Engineer III

Functional Responsibility: Test Lab configuration and operation and development of Test Plans and Verification and Validation plans. Manages integrated test teams. Develops testing strategic plans, schedules, and scope. Provides technical and engineering expertise in testing and product knowledge and on specific products / programs, operating systems, and specialized environments. Provides accurate estimates and reports on test results and progress and enter problems and issues into bug database. Monitors and updates bug reports as needed including bug report closure. Configures necessary hardware and operating environments as needed to complete assigned testing. Writes or assists in the development of test procedures and test plans and assists in the automation of relevant test procedures in accordance with engineering specifications. Assists in the review of test processes as they are developed. Completes assigned test-related tasks and manages the defect database under the guidance of Senior Engineers.

Minimum Education: B.S. Degree

Minimum Years of Experience: 6 years

Test Engineer II

Functional Responsibility: Test Lab configuration and operation and understands requirements traceability matrices; executes Test Plans and assesses engineering artifacts

using Verification and Validation techniques. Manages integrated test teams. Verifies that product/program operates as designed including testing software releases during product/program development. Provides technical and engineering expertise in testing and product knowledge and on specific products/programs, operating systems, and specialized environments. Provides accurate estimates and reports on test results and progress and enter problems and issues into bug database. Monitors and updates bug reports as needed including bug report closure. Configures necessary hardware and operating environments as needed to complete assigned testing. Writes or assists in the development of test procedures and test plans and assists in the automation of relevant test procedures in accordance with engineering specifications. Assists in the review of test processes as they are developed. Completes assigned test-related tasks and manages the defect database under the guidance of Senior Engineers.

Minimum Education: B.S. Degree

Minimum Years of Experience: 3 years

Test Engineer I

Functional Responsibility: Test Lab configuration and operation and understands requirements traceability matrices. Verifies that product / program operates as designed including testing software releases during product / program development. Provides technical and engineering expertise in testing and product knowledge and on specific products / programs, operating systems, and specialized environments. Provides accurate estimates and reports on test results and progress and enter problems and issues into bug database. Monitors and updates bug reports as needed including bug report closure. Configures necessary hardware and operating environments as needed to complete assigned testing. Writes or assists in the development of test procedures and test plans and assists in the automation of relevant test procedures in accordance with engineering specifications. Assists in the review of test processes as they are developed. Completes assigned test-related tasks and manages the defect database under the guidance of Senior Engineers.

Minimum Education: B.S. Degree or equivalent experience

Minimum Years of Experience: 1 year

Subject Matter Expert V

Functional Responsibility: Provides technical and managerial expert consultative support to a functional area of the project. Provides extremely high-level functional analysis. Incorporates the design, integration, documentation, implementation, and analysis on exceptionally complex problems requiring extensive knowledge of the technical subject matter. Recommends and advises on organization-wide systems improvements, optimization, or maintenance efforts for a technical functional area.

Minimum Education: B.S. or B.A. Degree

Minimum Years of Experience: 10 years

Subject Matter Expert IV

Functional Responsibility: Provides expert consultative support to a functional area of the project. Develops solutions to complex problems. Works closely with analysts to identify the best solution to complex issues.

Minimum Education: B.S. or B.A. Degree

Minimum Years of Experience: 8 years

Subject Matter Expert III

Functional Responsibility: Provides the client with planning, procurement, and technical expertise to resolve complex problems requiring high-level analytical skills. Provides guidance and support in areas of technical analysis, cost studies, cost/benefit analysis, management analysis, reengineering, project management, and financial analysis.

Minimum Education: B.S. or B.A. Degree

Minimum Years of Experience: 5 years

Subject Matter Expert II

Functional Responsibility: Provides the client with planning and technical expertise to resolve complex problems requiring high-level analytical skills. Provides guidance and support in areas of technical analysis, management analysis, reengineering, project management, and financial analysis.

Minimum Education: B.S. or B.A. Degree

Minimum Years of Experience: 4 years

Subject Matter Expert I

Functional Responsibility: Provides the client with planning, and technical expertise to resolve complex problems requiring high-level analytical skills. Provides guidance and support in areas of technical analysis, reengineering, project management, and financial analysis.

Minimum Education: B.S. or B.A. Degree

Minimum Years of Experience: 3 years

Project Manager III

Functional Responsibility: Manages assigned contracts including the development, direction, coordination and control of technical and administrative activities for one or more assigned projects. Supervises assigned project and task managers/leaders in the

execution of their engineering and project activities. Manages subcontractors. Reviews and maintains quality of technical work. Reviews and maintains responsibility of project schedule and financials. Makes technical judgments and provides advice on the resolution of technical, schedule, performance or budgetary problems. Reports to Program Manager or Director and serves as customer point of contact.

Minimum Education: B.S. or B.A. Degree

Minimum Years of Experience: 8 years

Project Manager II

Functional Responsibility: Manages assigned contracts including the development, direction, coordination and control of technical and administrative activities for one or more assigned projects. Supervises assigned project and task managers/leaders in the execution of their engineering and project activities. Manages subcontractors. Reviews and maintains quality of technical work. Reviews and maintains responsibility of project schedule and financials. Makes technical judgments and provides advice on the resolution of technical, schedule, performance or budgetary problems. Reports to Program Manager or Director and serves as customer point of contact.

Minimum Education: B.S. or B.A. Degree

Minimum Years of Experience: 5 years

Allowable Substitution of Education and Experience

Required Education	Actual Education Obtained	Actual Years of Education Credited to the Employee
M.A./M.S.	Ph.D.	4
B.A./B.S.	Ph.D.	6
B.A./B.S.	M.A./M.S.	2
H.S./G.E.D.	B.A./B.S.	4

Additional experience in excess of requirements can be substituted for educational requirements

Actual Education	Required Education	Additional Years of Experience Needed for Educational Requirements Equivalency
H.S./G.E.D.	B.A./B.S.	4
H.S./G.E.D.	M.A./M.S.	6
H.S./G.E.D.	Ph.D.	No equivalency
B.A./B.S.	M.A./M.S.	2
B.A./B.S.	Ph.D.	No equivalency
M.A./M.S..	Ph.D.	4