

ENCLOSURE 2

**GOVERNMENT PRICING MODEL (GPM) – SPECIFIED
NON-MANAGEMENT
DIRECT LABOR CATEGORIES, DIRECT LABOR HOURS
AND POSITION DESCRIPTIONS**

**HYDROSPHERE, BIOSPHERE AND GEOPHYSICS (HBG) SUPPORT
SERVICES II**

OCTOBER 2026

**Government Pricing Model (GPM)-Specified
Non-Management Direct Labor Categories and Direct Labor Hours By Site Location -
CPFF**

ONSITE GPM-Specified Non-Management						
Direct Labor Categories	Direct Labor Hours					
	*CY 1	CY 2	CY 3	CY 4	CY 5	CY 6
Education/Public Outreach Coordinator I	3,374	3,374	3,374	3,374	3,374	1,687
Education/Public Outreach Coordinator II	10,581	10,581	10,581	10,581	10,581	5,291
Education/Public Outreach Coordinator III	26,929	26,929	26,929	26,929	26,929	13,465
Education/Public Outreach Coordinator IV	28,604	28,604	28,604	28,604	28,604	14,302
Instrument Engineer II	3,534	3,534	3,534	3,534	3,534	1,767
Instrument Engineer III	2,979	2,979	2,979	2,979	2,979	1,489
Instrument Engineer IV	6,089	6,089	6,089	6,089	6,089	3,045
Instrument Engineer V	7,873	7,873	7,873	7,873	7,873	3,937
Instrument Technician	25	25	25	25	25	13
Instrument Technician II	1,008	1,008	1,008	1,008	1,008	504
Instrument Technician III	2,233	2,233	2,233	2,233	2,233	1,117
Instrument Technician IV	5,414	5,414	5,414	5,414	5,414	2,707
Intern I	770	770	770	770	770	385
Intern II	267	267	267	267	267	134
Programmer Analyst	7,966	7,966	7,966	7,966	7,966	3,983
Programmer Analyst II	18,888	18,888	18,888	18,888	18,888	9,444
Programmer Analyst III	17,135	17,135	17,135	17,135	17,135	8,567
Programmer Analyst IV	32,051	32,051	32,051	32,051	32,051	16,025
Software Engineer I	5,371	5,371	5,371	5,371	5,371	2,685
Software Engineer II	11,022	11,022	11,022	11,022	11,022	5,511
Software Engineer III	12,218	12,218	12,218	12,218	12,218	6,109
Software Engineer IV	23,747	23,747	23,747	23,747	23,747	11,873
Support Scientist	5,913	5,913	5,913	5,913	5,913	2,957
Support Scientist II	10,887	10,887	10,887	10,887	10,887	5,444
Support Scientist III	37,767	37,767	37,767	37,767	37,767	18,883
Support Scientist IV	50,192	50,192	50,192	50,192	50,192	25,096
Support Scientist V	31,949	31,949	31,949	31,949	31,949	15,974
Systems Engineer I	3,641	3,641	3,641	3,641	3,641	1,821
Systems Engineer II	1,852	1,852	1,852	1,852	1,852	926
Systems Engineer III	1,759	1,759	1,759	1,759	1,759	880
Systems Engineer IV	17,265	17,265	17,265	17,265	17,265	8,633
Technical/Research Assistant	48	48	48	48	48	24
Technical/Research Assistant II	584	584	584	584	584	292

* CY – Contract Year

**Government Pricing Model (GPM)-Specified
Non-Management Direct Labor Categories and Direct Labor Hours By Site Location -
CPFF**

OFFSITE GPM-Specified Non-Management						
Direct Labor Categories	Direct Labor Hours					
	CY 1	CY 2	CY 3	CY 4	CY 5	CY 6
Education/Public Outreach Coordinator I	11	11	11	11	11	5
Education/Public Outreach Coordinator III	41	41	41	41	41	21
Education/Public Outreach Coordinator IV	1,843	1,843	1,843	1,843	1,843	922
Instrument Engineer	82	82	82	82	82	41
Instrument Engineer I	10	10	10	10	10	5
Instrument Engineer II	10	10	10	10	10	5
Instrument Engineer III	2,146	2,146	2,146	2,146	2,146	1,073
Instrument Engineer IV	1,288	1,288	1,288	1,288	1,288	644
Operations Analyst III	1,768	1,768	1,768	1,768	1,768	884
Programmer Analyst	136	136	136	136	136	68
Programmer Analyst II	920	920	920	920	920	460
Programmer Analyst IV	6,506	6,506	6,506	6,506	6,506	3,253
Software Engineer I	2,603	2,603	2,603	2,603	2,603	1,301
Software Engineer II	1,748	1,748	1,748	1,748	1,748	874
Software Engineer III	3,658	3,658	3,658	3,658	3,658	1,829
Software Engineer IV	8,804	8,804	8,804	8,804	8,804	4,402
Support Scientist II	828	828	828	828	828	414
Support Scientist III	3,080	3,080	3,080	3,080	3,080	1,540
Support Scientist IV	11,196	11,196	11,196	11,196	11,196	5,598
Support Scientist V	6,920	6,920	6,920	6,920	6,920	3,460
Systems Engineer III	4	4	4	4	4	2
Systems Engineer IV	3,317	3,317	3,317	3,317	3,317	1,658
Technical/Research Assistant	2	2	2	2	2	1

**Government Pricing Model (GPM)-Specified
Non-Management Direct Labor Categories and Direct Labor Hours By Site Location - FFP**

ONSITE FFP GPM-Specified Non-Management						
Direct Labor Categories	Direct Labor Hours					
	*CY 1	CY 2	CY 3	CY 4	CY 5	CY 6
Programmer Analyst IV	3,720	3,720	3,720	3,720	3,720	1,860
Software Engineer II	5,580	5,580	5,580	5,580	5,580	2,790
Software Engineer III	3,720	3,720	3,720	3,720	3,720	1,860
Software Engineer IV	1,860	1,860	1,860	1,860	1,860	930
Support Scientist III	1,860	1,860	1,860	1,860	1,860	930
Systems Engineer II	3,689	3,689	3,689	3,689	3,689	1,845
Systems Engineer III	5,964	5,964	5,964	5,964	5,964	2,982
Systems Engineer IV	10,668	10,668	10,668	10,668	10,668	5,334

Position Descriptions

LABOR CATEGORY	EDUCATION	EXPERIENCE
Education and Public Outreach Coordinator I	B.S. degree, or equivalent***, in a physical science or education field	Excellent written and oral communication skills. Proficiency in Microsoft Office (Word, Excel, PowerPoint). Knowledge of computer-aided graphics and Web development tools such as the Adobe Creative Suite (Photoshop, Illustrator, Dreamweaver, In Design, Acrobat), and academic background in Earth science, are highly desirable.
Education and Public Outreach Coordinator II	B.S. degree, or equivalent***, in a physical science or education field	5 years of experience in education and public outreach; excellent written and oral communication skills. Proficiency in Microsoft Office (Word, Excel, PowerPoint) and in computer-aided graphics and Web development tools such as the Adobe Creative Suite (Photoshop, Illustrator, Dreamweaver, In Design, Acrobat). Experience with web content management, social media tools, and web analytics highly desirable. Broad understanding of Earth system science is highly desirable.
Education and Public Outreach Coordinator III	B.S. degree, or equivalent***, in a physical science or education field	10 years of experience in education and public outreach; excellent written and oral communication skills. Broad understanding of Earth system science. Extensive experience in Microsoft Office (Word, Excel, PowerPoint) and in computer-aided graphics and Web development tools such as the Adobe Creative Suite (Photoshop, Illustrator, Dreamweaver, In Design, Acrobat). Experience with web content management, social media tools, and web analytics highly desirable. Knowledge of Earth science disciplines, including hydrospheric, biospheric, and geophysics science is highly desirable.
Education and Public Outreach Coordinator IV	B.S. degree, or equivalent***, in a physical science or education field	15 years of experience in education and public outreach; excellent written and oral communication skills. Knowledge of atmospheric science, oceanography or other Earth science discipline, and broad understanding of Earth system science. Extensive experience in Microsoft Office (Word, Excel, PowerPoint) and in computer-aided graphics and Web development tools such as the Adobe Creative Suite (Photoshop, Illustrator, Dreamweaver, In Design, Acrobat). Experience with web content management, social media tools, and web analytics highly desirable. Knowledge of Earth science disciplines, including hydrospheric, biospheric, and geophysics science is required.
Instrument Engineer	Bachelor's degree in physics, optics, or electrical, mechanical, or optical engineering, or equivalent knowledge or experience.	2 years of experience in instrument development and operations or directly related professional activity.
Instrument Engineer II	Bachelor's degree in physics, optics, or electrical, mechanical, or optical engineering, or equivalent knowledge or experience.	5 years of experience in instrument development and operations or directly related professional activity.
Instrument Engineer III	Bachelor's degree in physics, optics, or electrical, mechanical, or optical engineering, or equivalent knowledge or experience.	10 years of experience in instrument development and operations or directly related professional activity. Also requires 2 years supervisory experience as an engineering lead. Proficiency in the use of software and/or firmware for data acquisition is highly desired.
Instrument Engineer IV	Bachelor's degree in physics, optics, or electrical, mechanical, or optical engineering, or equivalent knowledge or experience.	15 years of experience in instrument development and operations or directly related professional activity. Also requires 4 years supervisory experience as an engineering lead. High proficiency in the use of software and/or firmware for data acquisition is highly desired.

Instrument Engineer V	Master's degree in physics, optics, or electrical, mechanical, or optical engineering, or equivalent knowledge or experience.	20 years of experience in instrument development and operations or directly related professional activity. Also requires 8 years supervisory experience as an engineering lead. High proficiency in the use of software and/or firmware for data acquisition is highly desired.
Instrument Technician	High school diploma, plus further appropriate education in a trade school and/or extension courses.	5 years of experience. Requires familiarity in one of the following areas: electronics, simple machining, understanding of assembly drawings.
Instrument Technician III	High School diploma, plus further appropriate education in a trade school and/or extension courses.	15 years of experience. Requires proficiency in one or more of the following areas: electronics, simple machining, mechanical drawing. Training in assembly and maintenance of flight electronics is desirable.
Programmer Analyst	B.S. degree, or equivalent**, in atmospheric science, a physical science, mathematics, or computer science	Academic or job-related experience writing software in FORTRAN, C, Java, or C++ is required or basic familiarity with one or more of the following: data analysis packages, e.g. IDL/ENVI, MATLAB, R or geographic information systems software, e.g. ESRI's ArcGIS.
Programmer Analyst II	M.S. degree, or equivalent**, in atmospheric science, a physical science, mathematics, or computer science	5 years of experience in scientific programming and/or data analysis. Must have a broad understanding of computer science or one or more of Earth science areas within the contract; Experience in scientific programming using languages such as FORTRAN, C or C++ is required or demonstrated proficiency in one or more of the following data analysis packages: IDL/ENVI, MATLAB, R or geographic information systems, e.g. ESRI's ArcGIS. For Web Application development tasks, experience in web development languages such as JQuery, JavaScript, PHP, or other industry tools is required.
Programmer Analyst III	M.S. degree, or equivalent**, in atmospheric science, a physical science, mathematics, meteorology or computer science	8 years of experience in scientific programming and data analysis. Must have a broad understanding of one or more of Earth science areas within the contract; Significant experience in scientific programming in is required using languages such as FORTRAN, C or C++; or significant experience with in one or more of the data analysis IDL/ENVI, MATLAB, GMT, or other image processing package, or GIS software packages, e.g. ESRI's ArcGIS. For Web Application development tasks, experience in web development languages such as JQuery, JavaScript, PHP, or other industry tools is required.
Programmer Analyst IV	M.S. degree, or equivalent**, in atmospheric science, a physical science, mathematics, or computer science	Over 10 years of experience in scientific programming and data analysis, with 5 years in a leadership role. Must have: a broad understanding of one or more of the Earth science areas within the Contract; significant experience in scientific programming in FORTRAN, C or C++; and demonstrated proficiency in one or more of the following: IDL/ENVI, MATLAB, or other image processing package, GIS software packages, and scripting languages, e.g. Perl or Python. For Web Application development tasks, experience in web development languages such as JQuery, JavaScript, PHP, or other industry tools is required.
Support Scientist	M.S. degree, or equivalent**, in an atmospheric, hydrospheric, biospheric, geophysics, oceanography or other physical science, mathematics or computer science	Requires working understanding of research methods, general knowledge of numerical and computational tools. Work in research projects is limited in scope, well-defined, and using established scientific methods. The work is assigned and closely supervised by a line manager and senior scientists. The scientific contributions corroborates existing theory and closes narrow gaps in science theory. Results are presented in conferences, published in peer-reviewed journals, or submitted to NASA reports and studies.
Support Scientist II	M.S. degree, or equivalent**, in an atmospheric, hydrospheric, biospheric, geophysics, oceanography or other physical science, mathematics or computer	Requires 5 years of experience as a researcher in atmospheric, hydrospheric, biospheric, geophysics, oceanography, or other physical science; fundamental understanding of research methods; experience with numerical and computational tools and good communication skills. The work is generally assigned and supervised by managers and senior scientists, but independent lines of inquiry are expected. Scientific contributions corroborate existing theory and may contribute to new methods and techniques.

	science	
Support Scientist III	A Ph.D. degree, or equivalent*, in an atmospheric, hydrospheric, biospheric, geophysics, oceanography or other physical science, mathematics or computer science	Requires over 5 years of experience as a researcher in atmospheric, hydrospheric, biospheric, geophysics, oceanography, or other physical science; fundamental understanding of research methods; advanced knowledge of numerical and computational tools and good communication skills. The work is on projects that are complex and require sophisticated research methods. Results of the work may lead to significant changes in methodology or to new methods. Technical supervision by managers is minimal and the scientist works with senior researchers as a peer. Results may be significant enough to be invited to special session in international conferences. The researcher may be invited to participate in external review panels and to review publications submitted to peer-reviewed journals.
Support Scientist IV	A Ph.D. degree, or equivalent*, in an atmospheric, hydrospheric, biospheric, geophysics, oceanography or other physical science, mathematics or computer science	Requires over 10 years of experience as a researcher in atmospheric, hydrospheric, biospheric, geophysics, oceanography, or other physical science; advanced understanding of research methods; mastery of numerical and computational tools and excellent communication skills. Work on projects with where problems are complex and require sophisticated research methods. Technical supervision by managers is minimal, works with senior researchers as a peer, and supervises junior researchers. The researcher may lead or contribute in the development of research proposals. Results may be significant enough to be invited to special session in international conferences.
Support Scientist V	A Ph.D. degree, or equivalent*, in an atmospheric, hydrospheric, biospheric, geophysics, oceanography or other physical science, mathematics or computer science	Excellent communication skills are required; must have a broad knowledge of atmospheric, hydrosphere, biospheric, geophysics, oceanography, or other physical science with a proven record of publication in peer-reviewed scientific journals. Requires advanced understanding of research methods, mastery of numerical and computational tools, and over 10 years of experience as a researcher. Work is a combination of assigned projects and independent work as a principal or co-investigator on proposals. May lead other senior researchers and supervise junior researchers. Technical supervision by managers is consultative, and the researcher may contribute to decision about resources and staffing. The researcher participates in the development of research proposals that are often complex, multidisciplinary, and require significant resources. Results of research are presented in conferences, published in peer-reviewed journals, or submitted to NASA reports and studies. The stature of the researcher is evidenced by invitations to participate in government advisory panels, national and international working groups, election as fellow in major scientific organizations, and selection as an investigator on NASA awards. The researcher's technical knowledge and institutional memory may be critical to large research efforts, field experiments flight or ground system projects.
Software Engineer I	B.S. degree, or equivalent***, in a physical science, atmospheric science, mathematics or computer science	Experience in programming using the FORTRAN, C, C++, or IDL languages. Experience with UNIX-based systems.
Software Engineer II	B.S. degree, or equivalent***, in a physical science, atmospheric science, mathematics or computer science	At least 5 years of experience in scientific applications and data analysis beyond the bachelor's degree. At least 3 years of advanced programming experience in the C, C++, Python, IDL, or FORTRAN languages. At least 3 years of experience in the use of UNIX or Linux-based computer system. Knowledge of satellite-based remote sensing and data processing tools and applications. For Web Application development tasks, experience in web development languages such as JQuery, JavaScript, PHP, or other industry tools is required
Software Engineer III	B.S. degree, or equivalent***, in a physical science, atmospheric science, mathematics or computer science	8 years of advanced programming experience in the C, C++, Python, IDL, or FORTRAN languages. At least 5 years of experience in the use of UNIX or Linux-based computer systems. 2 years of experience with satellite-based remote sensing and data processing. Experience with the HDF. Experience leading software development teams to develop requirements, manage tasks, and develop software products. For Web Application development tasks, experience in web development languages such as JQuery, JavaScript, PHP, or other industry tools is required

Software Engineer IV	M.S. degree, or equivalent**, in a physical science, atmospheric science, mathematics or computer science	10 years of experience in software development, especially in support of Earth science projects. 10 years of advanced programming experience in the C or FORTRAN languages. At least 5 years of experience in the use of UNIX or Linux-based computer systems. 5 years working with satellite-based remote sensing and data processing. At least 5 years of experience managing two or more programmers or analysts. Experience leading software development teams to develop requirements, manage tasks, and develop software products, and incorporating new technologies into software development efforts. For Web Application development tasks, experience in web development languages such as JQuery, JavaScript, PHP, or other industry tools is required.
System Engineer I	B.S. degree, or equivalent***, in a physical science, atmospheric science, mathematics or computer science	Knowledge of UNIX, Linux, Macintosh, and/or Windows operating systems.
System Engineer III	B.S. degree, or equivalent***, in a physical science, atmospheric science, mathematics or computer science	10 years of experience in computer system engineering for multiple hardware platforms in a networked environment. 7 years of experience on UNIX, Linux, Macintosh, or Windows systems. 7 years of experience in data processing system design and management, and networking hardware, software, and protocols. 7 years of experience with computer system testing, integration, performance evaluation, and optimization procedures. Familiarity with NASA IT security requirements and practices strongly desired.

System Engineer IV	M.S. degree, or equivalent**, in a physical science, atmospheric science, mathematics or computer science	Over 10 years of experience in computer system engineering for multiple hardware platforms in a networked environment. 7 years of experience on UNIX and Linux systems. 7 years of experience in data processing system design and management, and networking hardware, software, and protocols. 5 years of experience supervising two or more system engineering staff. 5 years of experience in mass data storage technologies and data compression techniques. 5 years of experience with computer system testing, integration, performance evaluation, and optimization procedures. 5 years of experience incorporating new technologies into system engineering efforts. Familiarity with NASA IT security requirements and practices strongly desired.
Intern I	High school diploma or GED.	The Intern position is an entry level position, but hands on experience in a science and/or engineering laboratory environment with computer-based systems is highly desirable.
Technical Research Assistant	B.S degree or equivalent *** in a physical science	5 years of experience, knowledge and facility with Microsoft Office (Excel, PowerPoint, Word etc.). Good Communication skills. Aids in the preparation of scientific results for presentation at scientific meetings and workshops, in Laboratory reports, and in peer reviewed scientific journals.

Technical Research Assistant II	B.S degree or equivalent *** in a physical science	10 years of experience. Highly proficient with Microsoft Office (Excel, PowerPoint, Word etc.) Excellent planning skills and oral and written communication. Aids in the preparation of scientific results for presentation at scientific meetings and workshops, and in peer-reviewed scientific journals. Provides planning, development and implementation support for field missions; provides document support for scientific reports and assessments.
Operations Analyst III	Bachelor's degree or equivalent ***	10 years of operations analyst experience, including 5 years in a leadership role; good time management, organizational and communication skills. UNIX operating system experience, experience with Python, Perl and/or shell scripting, and familiarity with batch processing via queueing software are highly desirable.

* - M.S. Degree in a physical science, atmospheric science, computer science, mathematics, physics or meteorology plus six years of experience in a relevant science. This experience is in addition to the experience required for

** - B.S. Degree in a physical science, atmospheric science, mathematics, physics or computer science plus three years of experience in a relevant science or computer science position. This experience is in addition to the

*** - High school diploma plus four years of experience in a relevant position. This can include courses at a College, University, or Community College; may also include military training and experience.

