RIVA Solutions, Inc.
8000 Westpark Drive
Suite 450
McLean, VA 22102
(P) 703-345-7805
www.rivasolutionsinc.com

Federal Supply Schedule – IT-70

Contract Number: 47QTCA18D008W

Period Covered by Contract: March 20, 2020 through March 19, 2023
On-line 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 INTERNET address for GSA Advantage is: GSAAAdvantage.gov.

Table of Contents

1. RIVA Solutions Company Information ............................................................................. 3
2. Information for Ordering Activities .................................................................................... 4
3. Price Information .............................................................................................................. 12
4. Labor Category Descriptions .......................................................................................... 13
1. RIVA Solutions Company Information

RIVA Solutions, Inc.
8000 Westpark Drive, Suite 450, McLean, VA 22102
Phone: 703-345-7805
Fax: 571-297-4257
Web Address: www.rivasolutionsinc.com

DUNS Number
RIVA’s DUNS Number is 964390350.

Cage Code
RIVA’s Cage Code is 64WW8

Business Size Status
RIVA Solutions is an (8a) SBA-qualified Small Disadvantaged Business (SDB). We obtained our 8(a) certification January 19, 2017 and it will expire January 19, 2026.
2. Information for Ordering Activities

AUTHORIZE D
INFORMATION TECHNOLOGY SCHEDULE PRICELIST
GENERAL PURPOSE COMMERCIAL INFORMATION TECHNOLOGY
EQUIPMENT, SOFTWARE AND SERVICES

SPECIAL ITEM NUMBER 54151S (Legacy SIN 132-51) - INFORMATION TECHNOLOGY (IT)

PROFESSIONAL SERVICES

- FPDS Code D301 IT Facility Operation and Maintenance
- FPDS Code D302 IT Systems Development Services
- FPDS Code D306 IT Systems Analysis Services
- FPDS Code D307 Automated Information Systems Design and Integration Services
- FPDS Code D308 Programming Services
- FPDS Code D302 IT Backup and Security Services
- FPDS Code D311 IT Data Conversion Services
- FPDS Code D313 Computer Aided Design/Computer Aided Manufacturing (CAD/CAM) Services
- FPDS Code D316 IT Network Management Services
- FPDS Code D317 Creation/Retrieval of IT Related Automated News Services, Data Services, or Other Information Services
- FPDS Code D399 Other Information Technology Services, Not Elsewhere Classified

Note 1: All non-professional labor categories must be incidental to and used solely to support hardware, software and/or professional services, and cannot be purchased separately.

Note 2: Offerors and Agencies are advised that the Group 70 – Information Technology Schedule is not to be used as a means to procure services which properly fall under the Brooks Act. These services include, but are not limited to, architectural, engineering, mapping, cartographic production, remote sensing, geographic information systems, and related services. FAR 36.6 distinguishes between mapping services of an A/E nature and mapping services which are not connected nor incidental to the traditionally accepted A/E Services.

Note 3: This solicitation is not intended to solicit for the reselling of IT Professional Services, except for the provision of...
implementation, maintenance, integration, or training services in direct support of a product. Under such circumstances the
services must be performance by the publisher or manufacturer or one of their authorized agents.

RIVA Solutions, Inc.
8000 Westpark Drive, Suite 450
McLean, VA 22102
(P) 703-345-7805
www.rivasolutionsinc.com

Contract Number: 47QTCA18D008W
Period Covered by Contract: March 20, 2018 through March 19, 2023

General Services Administration
Federal Acquisition Service

Products and ordering information in this Authorized Information Technology Schedule Pricelist are also

2.1 About Us
RIVA Solutions, Inc. (RIVA) is an 8(a) certified small disadvantaged business (SDB) with 10+ years of experience
providing best practices in IT and Management Consulting, Program Support Services, Emerging Technologies, and
Science and Health to the Federal Government. Under our IT and Management Consulting Division, RIVA provides
project management, database planning and design, system design and administration, network administration,
programming, information assurance, and IT security services.

With currently have 150+ employees and presence across 12 different states throughout the nation. We have customer
portfolio of 20+ federal agencies and hold a facility clearance. We have heavily invested in tools and resources to
support large IDIQ GWAQs for effective task order management and have wide range of IT capabilities that allow us
to rapidly meet evolving customer needs.

We are a dedicated and reliable industry partner that leverage industry best practices and emerging
technologies to provide customer solutions for each client.

We have excellent past performances in a wide range of IT projects, all supporting Federal government customers,
such the Department of Commerce National Oceanic and Atmospheric Agency (NOAA) and Patent and Trademark
Office (PTO), Department of State, Department of Education, Federal Trade Commission, DoD Navy, Department of
Justice and Department of Transportation.

Our Services
To bring excellent service to our customers, we provide best value and effective collaborations to each project by
working closely with each customer and vendors. We leverage well-established business relationships with our
strategic partners to provide best value IT solutions and deliver the necessary personnel, material, equipment, services,
and facilities to our customer. We help our customers navigate the complexities of IT decision making across a number
of critical focus areas such as, network infrastructure, and mobility, to help create efficiencies in their missions. We
provide end-to-end engineering and integration, logistics, training, and support to ensure success. These factors combined represent significant strength and low performance risk in meeting specific customer requirements. Below are our core competencies:

✔ Project Management
✔ Database Planning and Design
✔ System Planning and Designing
✔ Programming
✔ IT Security
✔ Network Administration
✔ Information Assurance
CUSTOMER INFORMATION:

1a. Awarded Special Item Number(s):

<table>
<thead>
<tr>
<th>SIN</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>54151S (Legacy SIN 132-51)</td>
<td>Information Technology Services</td>
</tr>
<tr>
<td>54151HEAL</td>
<td>Health Information Technology Services</td>
</tr>
<tr>
<td>OLM (Legacy SIN 70-500)</td>
<td>OLM Order-Level Materials (OLM)</td>
</tr>
<tr>
<td>ANCILLARY (Legacy SIN 132-100)</td>
<td>Ancillary services</td>
</tr>
</tbody>
</table>

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract: Not Applicable.

1c. Descriptions of all corresponding commercial job titles with experience, functional responsibility and education are provided beginning on page 13.

2. Maximum Order: $500,000.00

3. Minimum Order: $100.00

4. Geographic Coverage: Domestic and Overseas

5. Point of Production: Not Applicable

6. Prices Shown Herein are: Net

7. Quantity Discount: None

8. Prompt Payment Terms: Net 30

9. Government Purchase Cards are accepted at, but not above the micro-purchase threshold.

10. Foreign Items: Not Applicable

11. Time of Delivery: RIVA Solutions, Inc. shall deliver or perform services in accordance with the terms negotiated in an agency's order.
11b. Expedited Delivery: Consult with Contractor

11c. Overnight/2-Day Delivery: Consult with Contractor

11d. Urgent Requirements: Consult with Contractor

12. FOB Point: Destination

13. Ordering Address: RIVA Solutions, Inc.
   8000 Westpark Drive, Suite 450
   McLean, Virginia 22102

14. Payment Address: RIVA Solutions, Inc.
   8000 Westpark Drive, Suite 450
   McLean, Virginia 22102

15. Warranty Provisions: Contractor's Standard Warranty

16. Export Packing charges: Not applicable

17. Terms and conditions of Government Purchase Card Acceptance: Not Applicable

18. Terms and conditions of rental, maintenance, and repair: Not applicable

19. Terms and conditions of installation: Not applicable

20. Terms and conditions of repair parts: Not applicable

21. Terms and conditions for any other services: Not applicable

22. List of service and distribution points: Not applicable

23. List of participating dealers: Not applicable

24. Preventive maintenance: Not applicable
24a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants: Not applicable

24b. Section 508 Compliance: Contact RIVA Solutions, Inc. for Section 508 compliance information. The EIT standards can be found at: http://www.section508.gov

25. DUNS Number: 964390350

26. SAM Database: RIVA Solutions, Inc. is registered in the System for Award Management (SAM) database.

**NOTE:** All non-professional labor categories must be incidental to, and used solely to support professional services, and cannot be purchased separately.

1. SCOPE
   a. The prices, terms and conditions stated under Special Item Number 54151S (Legacy SIN 132-51) Information Technology Professional Services apply exclusively to IT Professional Services within the scope of this Information Technology Schedule.
   
   b. The Contractor shall provide services at the Contractor’s facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

2. PERFORMANCE INCENTIVES I-FSS-60 Performance Incentives (April 2000)
   a. Performance incentives may be agreed upon between the Contractor and the ordering activity on individual fixed price orders or Blanket Purchase Agreements under this contract.
   
   b. The ordering activity must establish a maximum performance incentive price for these services and/or total solutions on individual orders or Blanket Purchase Agreements.
   
   c. Incentives should be designed to relate results achieved by the contractor to specified targets. To the maximum extent practicable, ordering activities shall consider establishing incentives where performance is critical to the ordering activity’s mission and incentives are likely to motivate the
contractor. Incentives shall be based on objectively measurable tasks.

3. ORDER
   a. Agencies may use written orders, EDI orders, blanket purchase agreements, individual purchase orders, or task orders for ordering services under this contract. Blanket Purchase Agreements shall not extend beyond the end of the contract period; all services and delivery shall be made and the contract terms and conditions shall continue in effect until the completion of the order. Orders for tasks which extend beyond the fiscal year for which funds are available shall include FAR 52.232-19 (Deviation – May 2003) Availability of Funds for the Next Fiscal Year. The purchase order shall specify the availability of funds and the period for which funds are available.
   b. All task orders are subject to the terms and conditions of the contract. In the event of conflict between a task order and the contract, the contract will take precedence.

4. PERFORMANCE OF SERVICES
   a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.
   b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.
   c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.
   d. Any Contractor travel required in the performance of IT Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts.

5. STOP-WORK ORDER (FAR 52.242-15) (AUG 1989)
   (a) The Contracting Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop-work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Contracting Officer shall either-
      (1) Cancel the stop-work order; or
      (2) Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the Government, clause of this contract.
   (b) If a stop-work order issued under this clause is canceled or the period of the order or any extension thereof expires, the Contractor shall resume work. The Contracting Officer shall make an equitable adjustment in the delivery schedule or contract price, or both, and the contract shall be modified, in writing, accordingly, if-
(1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and

(2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.

(c) If a stop-work order is not canceled and the work covered by the order is terminated for the convenience of the Government, the Contracting Officer shall allow reasonable costs resulting from the stop-work order in arriving at the termination settlement.

(d) If a stop-work order is not canceled and the work covered by the order is terminated for default, the Contracting Officer shall allow, by equitable adjustment or otherwise, reasonable costs resulting from the stop-work order.

6. INSPECTION OF SERVICES

In accordance with FAR 52.212-4 CONTRACT TERMS AND CONDITIONS--COMMERCIAL ITEMS (MAR 2009) (DEVIATION I - FEB 2007) for Firm-Fixed Price orders and FAR 52.212-4 CONTRACT (DEVIATION I – FEB 2007) applies to Time-and-Materials and Labor-Hour Contracts orders placed under this contract.

7. RESPONSIBILITIES OF THE CONTRACTOR

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (Dec 2007) Rights in Data – General, may apply.

8. RESPONSIBILITIES OF THE ORDERING ACTIVITY

Subject to security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite IT Professional Services.

9. INDEPENDENT CONTRACTOR

All IT Professional Services performed by the Contractor under the terms of this contract shall be as an independent Contractor, and not as an agent or employee of the ordering activity.

10. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

“Contractor” means the person, firm, unincorporated association, joint venture, partnership, or corporation that is a party to this contract.

“Contractor and its affiliates” and “Contractor or its affiliates” refers to the Contractor, its chief executives, directors, officers, subsidiaries, affiliates, subcontractors at any tier, and consultants and any joint venture involving the Contractor, any entity into or with which the Contractor subsequently merges or affiliates, or any other successor or assignee of the Contractor.

An “Organizational conflict of interest” exists when the nature of the work to be performed under a proposed ordering activity contract, without some restriction on ordering activities by the Contractor and its affiliates, may either (i) result in an unfair competitive advantage to the Contractor or its affiliates or (ii) impair the Contractor’s or its affiliates’ objectivity in performing contract work. To avoid an organizational or financial conflict of interest and to avoid prejudicing the best interests of the ordering activity, ordering activities may place
restrictions on the Contractors, its affiliates, chief executives, directors, subsidiaries and subcontractors at any tier when placing orders against schedule contracts. Such restrictions shall be consistent with FAR 9.505 and shall be designed to avoid, neutralize, or mitigate organizational conflicts of interest that might otherwise exist in situations related to individual orders placed against the schedule contract. Examples of situations, which may require restrictions, are provided at FAR 9.508.

11. INVOICES
The Contractor, upon completion of the work ordered, shall submit invoices for IT Professional services. Progress payments may be authorized by the ordering activity on individual orders if appropriate. Progress payments shall be based upon completion of defined milestones or interim products. Invoices shall be submitted monthly for recurring services performed during the preceding month.
RIVA Solutions, Inc.
GSA Pricelist
IT Professional Services
SIN-54151S (Legacy SIN 132-51)
Prices Effective: 3/20/2020-3/19/2023

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Analyst I</td>
<td>62.92</td>
<td>64.3</td>
<td>65.71</td>
</tr>
<tr>
<td>Business Analyst II</td>
<td>81.14</td>
<td>82.93</td>
<td>84.75</td>
</tr>
<tr>
<td>Business Analyst III</td>
<td>98.31</td>
<td>100.47</td>
<td>102.68</td>
</tr>
<tr>
<td>Business Analyst IV</td>
<td>127.06</td>
<td>129.86</td>
<td>132.72</td>
</tr>
<tr>
<td>Business Analyst V</td>
<td>147.13</td>
<td>150.37</td>
<td>153.68</td>
</tr>
<tr>
<td>Chief Engineer</td>
<td>174.21</td>
<td>178.04</td>
<td>181.96</td>
</tr>
<tr>
<td>Chief Enterprise System Architect</td>
<td>185.82</td>
<td>189.91</td>
<td>194.09</td>
</tr>
<tr>
<td>Cloud Architect</td>
<td>143.33</td>
<td>146.48</td>
<td>149.7</td>
</tr>
<tr>
<td>Cloud Computing Specialist - Journeyman</td>
<td>93.85</td>
<td>95.91</td>
<td>98.02</td>
</tr>
<tr>
<td>Cloud Computing Specialist - Master</td>
<td>115.19</td>
<td>117.72</td>
<td>120.31</td>
</tr>
<tr>
<td>Cloud Computing Specialist - Senior</td>
<td>149.31</td>
<td>152.59</td>
<td>155.95</td>
</tr>
<tr>
<td>Cloud Security Specialist 1</td>
<td>122.25</td>
<td>124.94</td>
<td>127.69</td>
</tr>
<tr>
<td>Cloud Security Specialist 2</td>
<td>127.29</td>
<td>130.09</td>
<td>132.95</td>
</tr>
<tr>
<td>Cloud Security Specialist 3</td>
<td>132.25</td>
<td>135.16</td>
<td>138.13</td>
</tr>
<tr>
<td>Cloud Systems Engineer</td>
<td>144.4</td>
<td>147.58</td>
<td>150.83</td>
</tr>
<tr>
<td>Cloud Systems Engineer, Senior</td>
<td>143.33</td>
<td>146.48</td>
<td>149.7</td>
</tr>
<tr>
<td>Configuration Management Specialist I</td>
<td>63.89</td>
<td>65.3</td>
<td>66.74</td>
</tr>
<tr>
<td>Configuration Management Specialist II</td>
<td>76.3</td>
<td>77.98</td>
<td>79.7</td>
</tr>
<tr>
<td>Configuration Management Specialist III</td>
<td>90.58</td>
<td>92.57</td>
<td>94.61</td>
</tr>
<tr>
<td>Configuration Management Specialist IV</td>
<td>112.72</td>
<td>115.2</td>
<td>117.73</td>
</tr>
<tr>
<td>Configuration Management Specialist V</td>
<td>131.15</td>
<td>134.04</td>
<td>136.99</td>
</tr>
<tr>
<td>Data Center Administrator, Journeyman</td>
<td>50.48</td>
<td>51.59</td>
<td>52.72</td>
</tr>
<tr>
<td>Data Center Administrator, Junior</td>
<td>55.36</td>
<td>56.58</td>
<td>57.82</td>
</tr>
<tr>
<td>Data Center Administrator, Master</td>
<td>59.4</td>
<td>60.71</td>
<td>62.05</td>
</tr>
<tr>
<td>Data Center Administrator, Senior</td>
<td>62.61</td>
<td>63.99</td>
<td>65.4</td>
</tr>
<tr>
<td>Data Center Manager</td>
<td>108.49</td>
<td>110.88</td>
<td>113.32</td>
</tr>
<tr>
<td>Data Communications Specialist</td>
<td>90.14</td>
<td>92.12</td>
<td>94.15</td>
</tr>
<tr>
<td>Data Technician I</td>
<td>45.17</td>
<td>46.16</td>
<td>47.18</td>
</tr>
<tr>
<td>Data Technician II</td>
<td>53.73</td>
<td>54.91</td>
<td>56.12</td>
</tr>
<tr>
<td>Position</td>
<td>1st Week</td>
<td>2nd Week</td>
<td>3rd Week</td>
</tr>
<tr>
<td>-------------------------------</td>
<td>----------</td>
<td>----------</td>
<td>----------</td>
</tr>
<tr>
<td>Data Technician III</td>
<td>62.86</td>
<td>64.24</td>
<td>65.65</td>
</tr>
<tr>
<td>Data Technician IV</td>
<td>74.2</td>
<td>75.83</td>
<td>77.5</td>
</tr>
<tr>
<td>Data Technician V</td>
<td>88.45</td>
<td>90.4</td>
<td>92.39</td>
</tr>
<tr>
<td>Database Administrator I</td>
<td>73.99</td>
<td>75.62</td>
<td>77.28</td>
</tr>
<tr>
<td>Database Administrator II</td>
<td>88.59</td>
<td>90.54</td>
<td>92.53</td>
</tr>
<tr>
<td>Database Administrator III</td>
<td>104.99</td>
<td>107.3</td>
<td>109.66</td>
</tr>
<tr>
<td>Database Administrator IV</td>
<td>118.54</td>
<td>121.15</td>
<td>123.82</td>
</tr>
<tr>
<td>Database Administrator V</td>
<td>135.94</td>
<td>138.93</td>
<td>141.99</td>
</tr>
<tr>
<td>Database Specialist I</td>
<td>72.49</td>
<td>74.08</td>
<td>75.71</td>
</tr>
<tr>
<td>Database Specialist II</td>
<td>90.19</td>
<td>92.17</td>
<td>94.2</td>
</tr>
<tr>
<td>Database Specialist III</td>
<td>105.56</td>
<td>107.88</td>
<td>110.25</td>
</tr>
<tr>
<td>Database Specialist IV</td>
<td>120.37</td>
<td>123.02</td>
<td>125.73</td>
</tr>
<tr>
<td>Database Specialist V</td>
<td>137.43</td>
<td>140.45</td>
<td>143.54</td>
</tr>
<tr>
<td>Educational Technologist</td>
<td>34.53</td>
<td>35.29</td>
<td>36.07</td>
</tr>
<tr>
<td>Enterprise System Architect I</td>
<td>95.78</td>
<td>97.89</td>
<td>100.04</td>
</tr>
<tr>
<td>Enterprise System Architect II</td>
<td>111.06</td>
<td>113.5</td>
<td>116</td>
</tr>
<tr>
<td>Enterprise System Architect III</td>
<td>131.91</td>
<td>134.81</td>
<td>137.78</td>
</tr>
<tr>
<td>Enterprise System Architect IV</td>
<td>151.33</td>
<td>154.66</td>
<td>158.06</td>
</tr>
<tr>
<td>Enterprise System Architect V</td>
<td>170.12</td>
<td>173.86</td>
<td>177.68</td>
</tr>
<tr>
<td>GIS Specialist I</td>
<td>62.36</td>
<td>63.73</td>
<td>65.15</td>
</tr>
<tr>
<td>GIS Specialist II</td>
<td>74.15</td>
<td>75.78</td>
<td>77.45</td>
</tr>
<tr>
<td>GIS Specialist III</td>
<td>89.86</td>
<td>91.84</td>
<td>93.86</td>
</tr>
<tr>
<td>GIS Specialist IV</td>
<td>106.91</td>
<td>109.26</td>
<td>111.66</td>
</tr>
<tr>
<td>GIS Specialist V</td>
<td>119.98</td>
<td>122.62</td>
<td>125.32</td>
</tr>
<tr>
<td>Help Desk Specialist I</td>
<td>46.17</td>
<td>47.19</td>
<td>48.23</td>
</tr>
<tr>
<td>Help Desk Specialist II</td>
<td>54.84</td>
<td>56.05</td>
<td>57.28</td>
</tr>
<tr>
<td>Help Desk Specialist III</td>
<td>66.5</td>
<td>67.96</td>
<td>69.46</td>
</tr>
<tr>
<td>Help Desk Specialist IV</td>
<td>83.57</td>
<td>85.41</td>
<td>87.29</td>
</tr>
<tr>
<td>Help Desk Specialist V</td>
<td>100.19</td>
<td>102.39</td>
<td>104.64</td>
</tr>
<tr>
<td>IT Computer Specialist I</td>
<td>68.27</td>
<td>69.77</td>
<td>71.3</td>
</tr>
<tr>
<td>IT Computer Specialist II</td>
<td>79.56</td>
<td>81.31</td>
<td>83.1</td>
</tr>
<tr>
<td>IT Computer Specialist III</td>
<td>97.22</td>
<td>99.36</td>
<td>101.55</td>
</tr>
<tr>
<td>IT Computer Specialist IV</td>
<td>119.24</td>
<td>121.86</td>
<td>124.54</td>
</tr>
<tr>
<td>IT Computer Specialist V</td>
<td>132.84</td>
<td>135.76</td>
<td>138.75</td>
</tr>
<tr>
<td>IT Engineer I</td>
<td>80.93</td>
<td>82.71</td>
<td>84.53</td>
</tr>
<tr>
<td>IT Engineer II</td>
<td>88.16</td>
<td>90.1</td>
<td>92.08</td>
</tr>
<tr>
<td>IT Engineer III</td>
<td>95.3</td>
<td>97.4</td>
<td>99.54</td>
</tr>
<tr>
<td>IT Engineer IV</td>
<td>111.82</td>
<td>114.28</td>
<td>116.79</td>
</tr>
<tr>
<td>IT Engineer V</td>
<td>132.9</td>
<td>135.82</td>
<td>138.81</td>
</tr>
<tr>
<td>IT Security Specialist I</td>
<td>84.98</td>
<td>86.85</td>
<td>88.76</td>
</tr>
<tr>
<td>Position</td>
<td>Salary 1</td>
<td>Salary 2</td>
<td>Salary 3</td>
</tr>
<tr>
<td>--------------------------------------------</td>
<td>----------</td>
<td>----------</td>
<td>----------</td>
</tr>
<tr>
<td>IT Security Specialist II</td>
<td>100.92</td>
<td>103.14</td>
<td>105.41</td>
</tr>
<tr>
<td>IT Security Specialist III</td>
<td>114.31</td>
<td>116.82</td>
<td>119.39</td>
</tr>
<tr>
<td>IT Security Specialist IV</td>
<td>134.93</td>
<td>137.9</td>
<td>140.93</td>
</tr>
<tr>
<td>IT Security Specialist V</td>
<td>158.73</td>
<td>162.22</td>
<td>165.79</td>
</tr>
<tr>
<td>Network Data Center Architect</td>
<td>105.73</td>
<td>108.06</td>
<td>110.44</td>
</tr>
<tr>
<td>Network Data Center Engineer I</td>
<td>95.33</td>
<td>97.43</td>
<td>99.57</td>
</tr>
<tr>
<td>Network Data Center Engineer II</td>
<td>101.47</td>
<td>103.7</td>
<td>105.98</td>
</tr>
<tr>
<td>Network Data Center Engineer III</td>
<td>106.97</td>
<td>109.32</td>
<td>111.73</td>
</tr>
<tr>
<td>Network Engineer I</td>
<td>73.53</td>
<td>75.15</td>
<td>76.8</td>
</tr>
<tr>
<td>Network Engineer II</td>
<td>87.52</td>
<td>89.45</td>
<td>91.42</td>
</tr>
<tr>
<td>Network Engineer III</td>
<td>102.05</td>
<td>104.3</td>
<td>106.59</td>
</tr>
<tr>
<td>Network Engineer IV</td>
<td>125.14</td>
<td>127.89</td>
<td>130.7</td>
</tr>
<tr>
<td>Network Engineer V</td>
<td>144.19</td>
<td>147.36</td>
<td>150.6</td>
</tr>
<tr>
<td>Outreach &amp; Education Specialist I</td>
<td>53.08</td>
<td>54.25</td>
<td>55.44</td>
</tr>
<tr>
<td>Outreach &amp; Education Specialist II</td>
<td>63.83</td>
<td>65.23</td>
<td>66.67</td>
</tr>
<tr>
<td>Outreach &amp; Education Specialist III</td>
<td>75.59</td>
<td>77.25</td>
<td>78.95</td>
</tr>
<tr>
<td>Outreach &amp; Education Specialist IV</td>
<td>90.17</td>
<td>92.15</td>
<td>94.18</td>
</tr>
<tr>
<td>Outreach &amp; Education Specialist V</td>
<td>107.95</td>
<td>110.32</td>
<td>112.75</td>
</tr>
<tr>
<td>Procurement/Logistics Specialist I</td>
<td>54.08</td>
<td>55.27</td>
<td>56.49</td>
</tr>
<tr>
<td>Procurement/Logistics Specialist II</td>
<td>65.49</td>
<td>66.93</td>
<td>68.4</td>
</tr>
<tr>
<td>Procurement/Logistics Specialist III</td>
<td>75.55</td>
<td>77.21</td>
<td>78.91</td>
</tr>
<tr>
<td>Procurement/Logistics Specialist IV</td>
<td>91.04</td>
<td>93.04</td>
<td>95.09</td>
</tr>
<tr>
<td>Procurement/Logistics Specialist V</td>
<td>106.81</td>
<td>109.16</td>
<td>111.56</td>
</tr>
<tr>
<td>Programmer Analyst I</td>
<td>71.56</td>
<td>73.13</td>
<td>74.74</td>
</tr>
<tr>
<td>Programmer Analyst II</td>
<td>87.68</td>
<td>89.61</td>
<td>91.58</td>
</tr>
<tr>
<td>Programmer Analyst III</td>
<td>105.53</td>
<td>107.85</td>
<td>110.22</td>
</tr>
<tr>
<td>Programmer Analyst IV</td>
<td>121.52</td>
<td>124.19</td>
<td>126.92</td>
</tr>
<tr>
<td>Programmer Analyst V</td>
<td>136.48</td>
<td>139.48</td>
<td>142.55</td>
</tr>
<tr>
<td>Project Manager I</td>
<td>96.99</td>
<td>99.12</td>
<td>101.3</td>
</tr>
<tr>
<td>Project Manager II</td>
<td>112.77</td>
<td>115.25</td>
<td>117.79</td>
</tr>
<tr>
<td>Project Manager III</td>
<td>127.86</td>
<td>130.67</td>
<td>133.54</td>
</tr>
<tr>
<td>Project Manager IV</td>
<td>144</td>
<td>147.17</td>
<td>150.41</td>
</tr>
<tr>
<td>Project Manager V</td>
<td>169.26</td>
<td>172.98</td>
<td>176.79</td>
</tr>
<tr>
<td>Quality Assurance Specialist I</td>
<td>65.63</td>
<td>67.07</td>
<td>68.55</td>
</tr>
<tr>
<td>Quality Assurance Specialist II</td>
<td>78.82</td>
<td>80.55</td>
<td>82.32</td>
</tr>
<tr>
<td>Quality Assurance Specialist III</td>
<td>97.87</td>
<td>100.02</td>
<td>102.22</td>
</tr>
<tr>
<td>Quality Assurance Specialist IV</td>
<td>108.19</td>
<td>110.57</td>
<td>113</td>
</tr>
<tr>
<td>Quality Assurance Specialist V</td>
<td>128.29</td>
<td>131.11</td>
<td>133.99</td>
</tr>
<tr>
<td>Satellite Communication Specialist I</td>
<td>68.43</td>
<td>69.94</td>
<td>71.48</td>
</tr>
<tr>
<td>Satellite Communication Specialist II</td>
<td>74.72</td>
<td>76.36</td>
<td>78.04</td>
</tr>
<tr>
<td>Satellite Communication Specialist III</td>
<td>79.35</td>
<td>81.1</td>
<td>82.88</td>
</tr>
<tr>
<td>Position</td>
<td>Pay Grade 1</td>
<td>Pay Grade 2</td>
<td>Pay Grade 3</td>
</tr>
<tr>
<td>---------------------------------------------------</td>
<td>-------------</td>
<td>-------------</td>
<td>-------------</td>
</tr>
<tr>
<td>Satellite Communication Specialist IV</td>
<td>85.59</td>
<td>87.47</td>
<td>89.39</td>
</tr>
<tr>
<td>Satellite Operations Engineer Sr</td>
<td>103.29</td>
<td>105.56</td>
<td>107.88</td>
</tr>
<tr>
<td>Scientific Programmer I</td>
<td>74.34</td>
<td>75.98</td>
<td>77.65</td>
</tr>
<tr>
<td>Scientific Programmer II</td>
<td>86.74</td>
<td>88.65</td>
<td>90.6</td>
</tr>
<tr>
<td>Scientific Programmer III</td>
<td>100.92</td>
<td>103.14</td>
<td>105.41</td>
</tr>
<tr>
<td>Scientific Programmer IV</td>
<td>116.58</td>
<td>119.14</td>
<td>121.76</td>
</tr>
<tr>
<td>Scientific Programmer V</td>
<td>134.43</td>
<td>137.39</td>
<td>140.41</td>
</tr>
<tr>
<td>Senior Consultant</td>
<td>126.04</td>
<td>128.81</td>
<td>131.64</td>
</tr>
<tr>
<td>Senior Network Engineer</td>
<td>121.63</td>
<td>124.31</td>
<td>127.04</td>
</tr>
<tr>
<td>Social Media Specialist</td>
<td>82.05</td>
<td>83.86</td>
<td>85.7</td>
</tr>
<tr>
<td>Software Engineer I</td>
<td>71.79</td>
<td>73.37</td>
<td>74.98</td>
</tr>
<tr>
<td>Software Engineer II</td>
<td>90.47</td>
<td>92.46</td>
<td>94.49</td>
</tr>
<tr>
<td>Software Engineer III</td>
<td>109.31</td>
<td>111.71</td>
<td>114.17</td>
</tr>
<tr>
<td>Software Engineer IV</td>
<td>126.56</td>
<td>129.34</td>
<td>132.19</td>
</tr>
<tr>
<td>Software Engineer V</td>
<td>146.01</td>
<td>149.22</td>
<td>152.5</td>
</tr>
<tr>
<td>Spectrum Management Engineering Consultant</td>
<td>95.55</td>
<td>97.65</td>
<td>99.8</td>
</tr>
<tr>
<td>Spectrum Management Planning/Integration Consultant</td>
<td>96.48</td>
<td>98.6</td>
<td>100.77</td>
</tr>
<tr>
<td>System Administrator I</td>
<td>70.34</td>
<td>71.89</td>
<td>73.47</td>
</tr>
<tr>
<td>System Administrator II</td>
<td>80.47</td>
<td>82.24</td>
<td>84.05</td>
</tr>
<tr>
<td>System Administrator III</td>
<td>93.91</td>
<td>95.98</td>
<td>98.09</td>
</tr>
<tr>
<td>System Administrator IV</td>
<td>110.53</td>
<td>112.96</td>
<td>115.45</td>
</tr>
<tr>
<td>System Administrator V</td>
<td>127.28</td>
<td>130.08</td>
<td>132.94</td>
</tr>
<tr>
<td>System Engineer I</td>
<td>79.41</td>
<td>81.16</td>
<td>82.95</td>
</tr>
<tr>
<td>System Engineer II</td>
<td>89.25</td>
<td>91.21</td>
<td>93.22</td>
</tr>
<tr>
<td>System Engineer III</td>
<td>105.28</td>
<td>107.6</td>
<td>109.97</td>
</tr>
<tr>
<td>System Engineer IV</td>
<td>126.25</td>
<td>129.03</td>
<td>131.87</td>
</tr>
<tr>
<td>System Engineer V</td>
<td>139.29</td>
<td>142.35</td>
<td>145.48</td>
</tr>
<tr>
<td>Technical Specialist I</td>
<td>67.89</td>
<td>69.38</td>
<td>70.91</td>
</tr>
<tr>
<td>Technical Specialist II</td>
<td>80.5</td>
<td>82.27</td>
<td>84.08</td>
</tr>
<tr>
<td>Technical Specialist III</td>
<td>96.43</td>
<td>98.55</td>
<td>100.72</td>
</tr>
<tr>
<td>Technical Specialist IV</td>
<td>106.51</td>
<td>108.85</td>
<td>111.24</td>
</tr>
<tr>
<td>Technical Specialist V</td>
<td>122.61</td>
<td>125.31</td>
<td>128.07</td>
</tr>
<tr>
<td>Technical Writer I</td>
<td>54.66</td>
<td>55.86</td>
<td>57.09</td>
</tr>
<tr>
<td>Technical Writer II</td>
<td>66.79</td>
<td>68.26</td>
<td>69.76</td>
</tr>
<tr>
<td>Technical Writer III</td>
<td>78.13</td>
<td>79.85</td>
<td>81.61</td>
</tr>
<tr>
<td>Technical Writer IV</td>
<td>94.09</td>
<td>96.16</td>
<td>98.28</td>
</tr>
<tr>
<td>Technical Writer V</td>
<td>105.03</td>
<td>107.34</td>
<td>109.7</td>
</tr>
<tr>
<td>Telecommunication Network Specialist</td>
<td>59.55</td>
<td>60.86</td>
<td>62.2</td>
</tr>
<tr>
<td>Telecommunications Specialist 1</td>
<td>54.87</td>
<td>56.08</td>
<td>57.31</td>
</tr>
<tr>
<td>Telecommunications Specialist 2</td>
<td>59.3</td>
<td>60.6</td>
<td>61.93</td>
</tr>
<tr>
<td>Position</td>
<td>Rate 1</td>
<td>Rate 2</td>
<td>Rate 3</td>
</tr>
<tr>
<td>--------------------------------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
</tr>
<tr>
<td>Telecommunications Specialist 3</td>
<td>63.51</td>
<td>64.91</td>
<td>66.34</td>
</tr>
<tr>
<td>Web Designer/Developer I</td>
<td>71.42</td>
<td>72.99</td>
<td>74.6</td>
</tr>
<tr>
<td>Web Designer/Developer II</td>
<td>82.27</td>
<td>84.08</td>
<td>85.93</td>
</tr>
<tr>
<td>Web Designer/Developer III</td>
<td>96.64</td>
<td>98.77</td>
<td>100.94</td>
</tr>
<tr>
<td>Web Designer/Developer IV</td>
<td>111.17</td>
<td>113.62</td>
<td>116.12</td>
</tr>
<tr>
<td>Web Designer/Developer V</td>
<td>125.41</td>
<td>128.17</td>
<td>130.99</td>
</tr>
<tr>
<td>Web Developer</td>
<td>95.34</td>
<td>97.44</td>
<td>99.58</td>
</tr>
<tr>
<td>Web Programmer I</td>
<td>70.74</td>
<td>72.3</td>
<td>73.89</td>
</tr>
<tr>
<td>Web Programmer II</td>
<td>87.59</td>
<td>89.52</td>
<td>91.49</td>
</tr>
<tr>
<td>Web Programmer III</td>
<td>100.58</td>
<td>102.79</td>
<td>105.05</td>
</tr>
<tr>
<td>Web Programmer IV</td>
<td>116.88</td>
<td>119.45</td>
<td>122.08</td>
</tr>
<tr>
<td>Web Programmer V</td>
<td>133.64</td>
<td>136.58</td>
<td>139.58</td>
</tr>
</tbody>
</table>
## Health Information Technology Services
### SIN 54151HEAL
Prices Effective: 3/19/2020-3/19/2023

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>On-Site</td>
<td>On-Site</td>
<td>On-Site</td>
</tr>
<tr>
<td>Health IT Senior Subject Matter Expert</td>
<td>170.24</td>
<td>173.99</td>
<td>177.82</td>
</tr>
<tr>
<td>Health IT Senior System Programmer</td>
<td>171.93</td>
<td>175.71</td>
<td>179.58</td>
</tr>
<tr>
<td>Health IT Systems Programmer</td>
<td>164.43</td>
<td>168.05</td>
<td>171.75</td>
</tr>
<tr>
<td>Health IT Task Manager</td>
<td>187.65</td>
<td>191.78</td>
<td>196</td>
</tr>
<tr>
<td>Health IT Project Manager</td>
<td>95.53</td>
<td>97.63</td>
<td>99.78</td>
</tr>
<tr>
<td>Health IT Application Engineer</td>
<td>72.32</td>
<td>73.91</td>
<td>75.54</td>
</tr>
</tbody>
</table>
SIN 54151S LABOR CATEGORY DESCRIPTIONS

BUSINESS ANALYST I
Reviews, analyzes, and evaluates business systems and user needs. Formulates systems to parallel overall business strategies. Primary job functions do not typically require exercising independent judgment. Typically reports to a manager. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Minimum Education: Requires BS/BA in appropriate field (or equivalent) Minimum Experience: 0 to 2 years’ experience.

BUSINESS ANALYST II
Reviews, analyzes, and evaluates business systems and user needs. Formulates systems to parallel overall business strategies. Writes detailed description of user needs, program functions, and steps required to develop or modify computer programs. Familiar with relational database concepts, and client-server concepts. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required. Minimum Education: Requires BS/BA in appropriate field (or equivalent) Minimum Experience: 2 to 4 years’ experience.

BUSINESS ANALYST III
Reviews, analyzes, and evaluates business systems and user needs. Formulates systems to parallel overall business strategies. Writes detailed description of user needs, program functions, and steps required to develop or modify computer programs. Familiar with relational database concepts, and client-server concepts. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Minimum Education: Requires BS/BA in appropriate field (or equivalent) Minimum Experience: 4 to 6 years’ experience.

BUSINESS ANALYST IV
Reviews, analyzes, and evaluates business systems and user needs. Formulates systems to parallel overall business strategies. Writes detailed description of user needs, program functions, and steps required to develop or modify computer programs. Familiar with related computer software/programs used to perform job functions. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Minimum Education: Requires BS/BA in appropriate field (or equivalent) Minimum Experience: 6 to 8 years’ experience.

BUSINESS ANALYST V
Reviews, analyzes, and evaluates business systems and user needs. Formulates systems to parallel overall business strategies. Writes detailed description of user needs, program functions, and steps required to develop or modify computer programs. Familiar with related computer software/programs used to perform job functions. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Minimum Education: Requires BS/BA in appropriate field (or equivalent) Minimum Experience: 8 to 10 years’ experience.

CHIEF ENGINEER
Establishes the overall objectives and initiatives of an engineering department. Develops ideas for new products or
product enhancements and oversees the creation and improvement of products that involve the engineering department. Provides engineering expertise to other departments where needed. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to CEO or top management.

Minimum Education: BS/BA degree (or equivalent) in a related area
Minimum Experience: 10+ years of experience in the field or in a related area. License and certification may be required.

CHIEF ENTERPRISE SYSTEM ARCHITECT

Responsible for designing architecture for an organization on an enterprise level. Defines system and application architecture and provides vision, problem anticipation, and problem-solving ability to organization. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to CEO or top management.

Minimum Education: BS/BA degree (or equivalent) in a related area
Minimum Experience: 10+ years of experience in the field or in a related area. License and certification may be required. May require an advanced degree.

CLOUD ARCHITECT

Cloud Architect - CDaaS-PaaS - Saas -Cloud Hosting Architect /Design cloud solutions to meet scalability, capacity, availability, performance, storage, cost and application/platform requirements. Design Security, access control, Experience with access / identity management technologies (OAuth, OpenID, SAML) Design public, private and hybrid cloud solutions integrate tools and services for all areas of cloud computing, such as data and networks. Work with customers, team members to understand their requirements and translate into effective cloud patterns Design and Implement Continuous Integration/Continuous Delivery Service.

Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 8 years’ experience in related field.

CLOUD COMPUTING SPECIALIST- JOURNEYMAN

Cloud Computing Specialist - Journeyman Design new information technology systems employing the Internet and Cloud technologies. Ensure architectural integrity and consistency across the entire solution. Conceive, experiment with, and present architectural approaches for Cloud based information technology and systems, including software, hardware, and processes, in support of business needs.

Minimum Education: HS diploma (or equivalent)
Minimum Experience: 2 to 4 years’ experience in related field.

CLOUD COMPUTING SPECIALIST- MASTER

Cloud Computing Specialist - Master Cloud based design, definition and development custom modules, features, and package integration from proposal to product. Document features, modules, requirements, and the risks of each Cloud based initiative. Design system architecture and interface control using requirements.

Minimum Education: HS diploma (or equivalent)
Minimum Experience: 4 to 6 years’ experience in related field.

CLOUD COMPUTING SPECIALIST- SENIOR

Cloud Computing Specialist - Senior Oversee the development of future Cloud based component architectures and migration plans. Conceive, design, prototype, and test new methods, algorithms, and models. Define and enforce appropriate technical standards and procedures. Lead the research and development of new Cloud based products and applications. Define system, technical and application architectures for major areas of development.
CLOUD SECURITY SPECIALIST 1
Cloud Security Specialist 1 Strong understanding of Cloud information flows and process architecture necessary for implementation of cloud security. Uses information technology to plan, prepare, and execute cloud related security tasks. Prepares and reviews Cloud security architecture. Applies knowledge of security requirements, documentation, and risk mitigation strategies. Develops Cloud design documentation. Implements Cloud security policies and procedures. Conducts Cloud security audits against contractual requirements.
Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 2 to 4 years’ experience in related field.

CLOUD SECURITY SPECIALIST 2
Cloud Security Specialist 2 Strong understanding of Cloud information flows and process architecture necessary for implementation of cloud security. Uses information technology to plan, prepare, and execute cloud related security tasks. Prepares and reviews Cloud security architecture. Applies knowledge of security requirements, documentation, and risk mitigation strategies. Develops Cloud design documentation. Implements Cloud security policies and procedures. Conducts Cloud security audits against contractual requirements.
Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 2 to 4 years’ experience in related field.

CLOUD SECURITY SPECIALIST 3
Cloud Security Specialist 3 Strong understanding of Cloud information flows and process architecture necessary for implementation of cloud security. Uses information technology to plan, prepare, and execute cloud related security tasks. Prepares and reviews Cloud security architecture. Applies knowledge of security requirements, documentation, and risk mitigation strategies. Develops Cloud design documentation. Implements Cloud security policies and procedures. Conducts Cloud security audits against contractual requirements.
Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 4 to 6 years’ experience in related field.

CLOUD SYSTEMS ENGINEER
Cloud Systems Engineer Implements and designs server, network, and software configurations for a cloud computing infrastructure and applications with a focus on DevOps principles. Monitors the performance of systems. Familiar with standard concepts, practices, and procedures of cloud technology, including Software as Service (SaaS), Platform as Service (PaaS), or Infrastructure as a Service (IaaS).
Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 4 to 6 years’ experience in related field.

CLOUD SYSTEMS ENGINEER, SENIOR
Senior Cloud Systems Engineer Responsible for planning and engineering of an organization’s cloud computing infrastructure and applications. Implements and designs server, network, and software configurations for a cloud computing infrastructure and applications with a focus on DevOps principles. Monitors the performance of systems. Familiar with standard concepts, practices, and procedures of cloud technology, including Software as Service (SaaS), Platform as Service (PaaS), or Infrastructure as a Service (IaaS).
Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 6 to 8 years’ experience in related field.

CONFIGURATION MANAGEMENT SPECIALIST I
Assists with analyses of changes of product design to determine the effect on the end product design and function and determines and prepares documentation necessary for change. Coordinates with customers and manufacturers to determine a process for change reporting. Reviews released engineering change data and changes documenting activities to ensure adherence to configuration management procedures and policies. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision and guidance.

Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 0 to 2 years’ experience in related field.

CONFIGURATION MANAGEMENT SPECIALIST II
Assists with analyses of changes of product design to determine the effect on the end product design and function and determines and prepares documentation necessary for change. Coordinates with customers and manufacturers to determine a process for change reporting. Reviews released engineering change data and changes documenting activities to ensure adherence to configuration management procedures and policies. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision.

Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 2 to 4 years’ experience in related field.

CONFIGURATION MANAGEMENT SPECIALIST III
Analyzes changes of product design to determine the effect on the end product design and function and determines and prepares documentation necessary for change. Coordinates with customers and manufacturers to determine a process for change reporting. Reviews released engineering change data and changes documenting activities to ensure adherence to configuration management procedures and policies. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. Works under general supervision. Typically reports to a manager or head of a unit/department.

Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 4 to 6 years’ experience in related field.

CONFIGURATION MANAGEMENT SPECIALIST IV
Analyzes changes of product design to determine the effect on the end product design and function and determines and prepares documentation necessary for change. Coordinates with customers and manufacturers to determine a process for change reporting. Reviews released engineering change data and changes documenting activities to ensure adherence to configuration management procedures and policies. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. May direct and lead others. Works under general supervision. Typically reports to a manager or head of a unit/department.

Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 6 to 8 years’ experience in related field.

CONFIGURATION MANAGEMENT SPECIALIST V
Analyzes changes of product design to determine the effect on the end product design and function and determines and prepares documentation necessary for change. Coordinates with customers and manufacturers to determine a process for change reporting. Reviews released engineering change data and changes documenting activities to ensure adherence to configuration management procedures and policies. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. Very likely directs and leads others. Works under general supervision.

Typically reports to a manager or head of a unit/department.

Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 6 to 8 years’ experience in related field.
DATA CENTER ADMINISTRATOR, JOURNEYMAN
Journeyman Data Center Administrator Operates the control console of mainframe computers, large minicomputer arrays, client/server systems, and/or service center consoles/functions; monitors performance and security, and corrects equipment/system malfunctions; reviews error messages and makes corrections during operation; assists users in resolving problems; maintains records of all problems/errors occurring and actions taken to correct.
Minimum Education: AA degree (or equivalent)
Minimum Experience: 2 to 4 years’ experience in the field or in a related area

DATA CENTER ADMINISTRATOR, JUNIOR
Journeyman Data Center Administrator Operates the control console of mainframe computers, large minicomputer arrays, client/server systems, and/or service center consoles/functions. Identifies problems and escalates them for resolution when required. Provides basic end user support on critical business applications. Maintains records of all problems/errors occurring and corrective actions taken.
Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 4 to 6 years’ experience in related field.

DATA CENTER ADMINISTRATOR, MASTER
Master Data Center Administrator Operates the control console of mainframe computers, large minicomputer arrays, client/server systems, and/or service center consoles/functions; monitors performance and security, and corrects equipment/system malfunctions; reviews error messages and makes corrections during operation; assists users in resolving problems; maintains records of all problems/errors occurring and actions taken to fix; and, performs root cause analysis of failures. Assists users with Internet/Intranet access. Provides technical assistance to operators, programmers, system analysts, users, and managers in order to evaluate alternatives and resolve problems; Assists users and clients in formulating requirements; and helps project managers with system and data analysis.
Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 6 to 8 years’ experience in related field.

DATA CENTER ADMINISTRATOR, SENIOR
Senior Data Center Administrator Operates the control console of mainframe computers, large minicomputer arrays, client/server systems, and/or service center consoles/functions; monitors performance and security, and corrects equipment/system malfunctions; reviews error messages and makes corrections during operation; assists users in resolving problems; maintains records of all problems/errors occurring and actions taken to fix; and, performs root cause analysis of failures. Assists users with Internet/Intranet access. Provides technical assistance to operators, programmers, system analysts, users, and managers in order to evaluate alternatives and resolve problems; Assists users and clients in formulating requirements; and helps project managers with system and data analysis. Provides direct supervision and training of team members. Provides technical assistance to operators, programmers, system analysts, and users in order to resolve problems. Functions as a team or shift or project lead when required.
Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 8 to 10 years’ experience in related field.

DATA CENTER MANAGER
Data Center Manager Responsible for all aspects of the data center facility management and maintenance program, including overseeing and coordinating the day-to-day operation and maintenance of the data center facility and being the first line of client interface on Page 6 issues related to data center facility management. The Data Center Manager will coordinate data center facility modifications which include, but are not limited to, installation and maintenance of facility infrastructure equipment as necessary; monitor the facility operation and make any necessary adjustments to ensure it is running efficiently and effectively; and respond to facility emergencies. The Data Center Manager shall monitor
electric consumption and the computer room environment (temperature and humidity) and make necessary adjustments.

**Minimum Education:** BS/BA degree (or equivalent)

**Minimum Experience:** 6 to 8 years’ experience in related field.

**DATA COMMUNICATIONS SPECIALIST**

Data Communications Specialist Analyzes data communication needs through surveys and user sessions and recommend, plans, and implements network architecture. Performs network evaluation by determining characteristics (e.g., traffic, connect time, transmission speeds, packet sizes, and throughput) and recommends improvements. Designs and optimizes network topologies and site configurations. Plans installations, transitions, and cutovers of data communication network components and capabilities. Coordinates requirements with users and suppliers

**Minimum Education:** BS/BA degree (or equivalent)

**Minimum Experience:** 8 to 10 years’ experience in related field.

**DATA TECHNICIAN I**

Collects, reviews, and inputs data into a computer processing system; audits output data. May be expected to code data and input data for computer processing. Identifies and resolves production related errors. Maintains and revises procedural lists, control records and coding schemes to process source data. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor.

**Minimum Education:** HS degree (or equivalent)

**Minimum Experience:** 0 to 2 years’ experience in related field.

**DATA TECHNICIAN II**

Collects, reviews, and inputs data into a computer processing system; audits output data. May be expected to code data and input data for computer processing. Identifies and resolves production related errors. Maintains and revises procedural lists, control records and coding schemes to process source data. Must be familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. A certain degree of creativity and latitude is required. May be required to complete an apprenticeship and/or formal training in area of specialty.

**Minimum Education:** HS diploma (or equivalent)

**Minimum Experience:** 2 to 4 years of experience in the field or related area.

**DATA TECHNICIAN III**

Collects, reviews, and inputs data into a computer processing system; audits output data. May be expected to code data and input data for computer processing. Identifies and resolves production related errors. Maintains and revises procedural lists, control records and coding schemes to process source data. Must be familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Typically reports to a supervisor or manager. A wide degree of creativity and latitude is expected. May be required to complete an apprenticeship and/or formal training in area of specialty.

**Minimum Education:** HS diploma (or equivalent)

**Minimum Experience:** 4 to 6 years of experience in the field or related area.

**DATA TECHNICIAN IV**

Collects, reviews, and inputs data into a computer processing system; audits output data. May be expected to code data and input data for computer processing. Identifies and resolves production related errors. Maintains and revises procedural lists, control records and coding schemes to process source data. Must be familiar with a variety of the
field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Typically reports to a supervisor or manager. A wide degree of creativity and latitude is expected. May lead and direct others. May be required to complete an apprenticeship and/or formal training in area of specialty.

Minimum Education: HS diploma (or equivalent)
Minimum Experience: 6 to 8 years of experience in the field or related area

DATA TECHNICIAN V
Collects, reviews, and inputs data into a computer processing system; audits output data. May be expected to code data and input data for computer processing. Identifies and resolves production related errors. Maintains and revises procedural lists, control records and coding schemes to process source data. Must be familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Typically reports to a supervisor or manager. A wide degree of creativity and latitude is expected. Will likely lead and direct others. May be required to complete an apprenticeship and/or formal training in area of specialty.

Minimum Education: HS diploma (or equivalent)
Minimum Experience: 6 to 8 years of experience in the field or related area

DATABASE ADMINISTRATOR I
Assists with planning and coordinated administration of one or more large, centralized databases. Reviews database design and integration of host systems and makes recommendations for enhancements and improvements. Ensures accurate, appropriated, and effective use of data, including database structure, documentation, and operational guidelines. Performs audits to ensure accuracy and proper use of data in tables, applications, and supporting dictionaries. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision and guidance.

Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 0 to 2 years’ experience in related field

DATABASE ADMINISTRATOR II
Assists with planning and coordinated administration of one or more large, centralized databases. Reviews database design and integration of host systems and makes recommendations for enhancements and improvements. Ensures accurate, appropriated, and effective use of data. Performs audits to ensure accuracy and proper use of data. Matches user requirements with system capabilities. Develops and formulates standards, procedures, and conventions for database use. Works with technical/programming staff to ensure database security. Determines file organization, indexing methods, and security procedures for specific user applications. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision.

Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 2 to 4 years’ experience in related field

DATABASE ADMINISTRATOR III
Reviews, evaluates, designs, implements and maintains company database[s]. Identifies data sources, constructs data decomposition diagrams, provides data flow diagrams and documents the process. Writes codes for database access, modifications, and constructions including stored procedures. Develops and formulates standards, procedures, and conventions for database use. Works with technical/programming staff to ensure database security. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected.

Minimum Education: BS/BA degree in a related area (or equivalent)
Minimum Experience: 4 to 6 years of experience in the field or in a related area
DATABASE ADMINISTRATOR IV
Reviews, evaluates, designs, implements and maintains company database[s]. Identifies data sources, constructs data decomposition diagrams, provides data flow diagrams and documents the process. Writes codes for database access, modifications, and constructions including stored procedures. Develops and formulates standards, procedures, and conventions for database use. Works with technical/programming staff to ensure database security. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected.
Minimum Education: BS/BA degree in a related area (or equivalent)
Minimum Experience: 6 to 8 years of experience in the field or in a related area

DATABASE ADMINISTRATOR V
Reviews, evaluates, designs, implements and maintains company database[s]. Identifies data sources, constructs data decomposition diagrams, provides data flow diagrams and documents the process. Writes codes for database access, modifications, and constructions including stored procedures. Develops and formulates standards, procedures, and conventions for database use. Works with technical/programming staff to ensure database security. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. Very likely directs and leads others. Works under general supervision. Typically reports to a manager or head of a unit/department.
Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 8 to 10 years’ experience in related field

DATABASE SPECIALIST I
Assists to design and build relational databases for data storage or processing. Develops strategies for warehouse implementation, data acquisition, and archive recovery. Cleans and maintains the database by removing and deleting old data. May evaluate new data sources for adherence to the organization's quality standards and ease of integration. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision and guidance.
Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 0 to 2 years’ experience in related field

DATABASE SPECIALIST II
Assists to design and build relational databases for data storage or processing. Develops strategies for warehouse implementation, data acquisition, and archive recovery. Cleans and maintains the database by removing and deleting old data. May evaluate new data sources for adherence to the organization's quality standards and ease of integration. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision.
Minimum Education: BS/BA degree (or equivalent) Minimum Experience: 2 to 4 years’ experience in related field

DATABASE SPECIALIST III
Designs and builds relational databases for data storage or processing. Develops strategies for warehouse implementation, data acquisition, and archive recovery. Cleans and maintains the database by removing and deleting old data. May evaluate new data sources for adherence to the organization's quality standards and ease of integration. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected.
Minimum Education: BS/BA degree in a related area (or equivalent)
Minimum Experience: 4 to 6 years of experience in the field or in a related area

DATABASE SPECIALIST IV
Designs and builds relational databases for data storage or processing. Develops strategies for warehouse
implementation, data acquisition, and archive recovery. Cleans and maintains the database by removing and deleting old data. May evaluate new data sources for adherence to the organization's quality standards and ease of integration. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected.

**Minimum Education:** BS/BA degree in a related area (or equivalent)

**Minimum Experience:** 6 to 8 years of experience in the field or in a related area

**DATABASE SPECIALIST V**

Designs and builds relational databases for data storage or processing. Develops strategies for warehouse implementation, data acquisition, and archive recovery. Cleans and maintains the database by removing and deleting old data. May evaluate new data sources for adherence to the organization's quality standards and ease of integration. May provide consultation on complex projects and is considered to be the top-level contributor/specialist. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. Very likely directs and leads others. Works under general supervision. Typically reports to a manager or head of a unit/department.

**Minimum Education:** BS/BA degree (or equivalent)

**Minimum Experience:** 8 to 10 years’ experience in related field

**Educational Technologist**

The Educational Technologist provides panel seminar and presentation support for agency-specific seminars and conferences in-person and on-line. These services include but not are limited to multi-media services with an emphasis on image production as required to support AME seminars, cabin safety workshops, military training workshops and other scheduled seminars or workshops.

**Minimum Education:** BA/BS or equivalent

**Minimum Experience:** 5 years of relevant experience

**ENTERPRISE SYSTEM ARCHITECT I**

Assists with designing architecture for an organization on an enterprise level. Helps defines system and application architecture and provides vision, problem anticipation, and problem-solving ability to organization. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision and guidance.

**Minimum Education:** BS/BA degree (or equivalent)

**Minimum Experience:** 0 to 2 years’ experience in related field

**ENTERPRISE SYSTEM ARCHITECT II**

Assists with designing architecture for an organization on an enterprise level. Helps defines system and application architecture and provides vision, problem anticipation, and problem-solving ability to organization. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision.

**Minimum Education:** BS/BA degree (or equivalent)

**Minimum Experience:** 2 to 4 years’ experience in related field

**ENTERPRISE SYSTEM ARCHITECT III**

Responsible for designing architecture for an organization on an enterprise level. Defines system and application architecture and provides vision, problem anticipation, and problem-solving ability to organization. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide
degree of creativity and latitude is expected.  
Minimum Education: BS/BA degree in a related area (or equivalent)  
Minimum Experience: 4 to 6 years of experience in the field or in a related area

ENTERPRISE SYSTEM ARCHITECT IV
Responsible for designing architecture for an organization on an enterprise level. Defines system and application architecture and provides vision, problem anticipation, and problem-solving ability to organization. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected.  
Minimum Education: BS/BA degree in a related area (or equivalent)  
Minimum Experience: 6 to 8 years of experience in the field or in a related area

ENTERPRISE SYSTEM ARCHITECT V
Responsible for designing architecture for an organization on an enterprise level. Defines system and application architecture and provides vision, problem anticipation, and problem-solving ability to organization. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. A high degree of creativity and latitude is required. Relies on experience and judgment to plan and accomplish goals. Works under general supervision. Performs a variety of tasks. Will very likely direct and lead the work of others. Typically reports to a manager or head of a unit/department.  
Minimum Education: BS/BA degree (or equivalent) in a related area  
Minimum Experience: 8 to 10 years of experience in the field or in a related area. License and certification may be required. May require an advanced degree

GIS SPECIALIST I
GIS SPECIALIST I Utilizes Geographic Information System techniques to provide a better understanding of certain variables in a given geographic location. Extracts data from GIS software and uses varying analysis methods to arrive at results. Recommends appropriate reactionary strategies in response to GIS analysis. Provides maps and data sets to clients to supplement analysis. Knowledgeable of GIS software and technology. Works in conjunction with CADD drafters and technicians. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Typically reports to a supervisor or manager. BS/BA degree (or equivalent) and 0 to 2 years of experience in related area.  
Minimum Education: BS/BA degree (or equivalent)  
Minimum Experience: 0 to 2 years’ experience in related field

GIS SPECIALIST II
GIS SPECIALIST II Utilizes Geographic Information System techniques to provide a better understanding of certain variables in a given geographic location. Extracts data from GIS software and uses varying analysis methods to arrive at results. Recommends appropriate reactionary strategies in response to GIS analysis. Provides maps and data sets to clients to supplement analysis. Knowledgeable of GIS software and technology. Works in conjunction with CADD drafters and technicians. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Typically reports to a supervisor or manager. BS/BA degree (or equivalent) and 2 to 4 years of experience in related area.  
Minimum Education: BS/BA degree (or equivalent)  
Minimum Experience: 2 to 4 years’ experience in related field

GIS SPECIALIST III
GIS SPECIALIST III Utilizes Geographic Information System techniques to provide a better understanding of certain variables in a given geographic location. Extracts data from GIS software and uses varying analysis methods to arrive at results. Recommends appropriate reactionary strategies in response to GIS analysis. Provides maps and data sets to clients to supplement analysis. Knowledgeable of GIS software and technology. Works in conjunction with CADD drafters and technicians. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. May lead and direct others. A certain degree of creativity and latitude is required. Typically reports to a supervisor or manager. BS/BA degree (or equivalent) and 4 to 6 years of experience in related area.

Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 4 to 6 years’ experience in related field

GIS SPECIALIST IV
GIS SPECIALIST IV Utilizes Geographic Information System techniques to provide a better understanding of certain variables in a given geographic location. Extracts data from GIS software and uses varying analysis methods to arrive at results. Recommends appropriate reactionary strategies in response to GIS analysis. Provides maps and data sets to clients to supplement analysis. Knowledgeable of GIS software and technology. Works in conjunction with CADD drafters and technicians. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. May lead and direct others. A certain degree of creativity and latitude is required. Typically reports to a supervisor or manager. BS/BA degree (or equivalent) and 6 to 8 years of experience in related area.

Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 6 to 8 years’ experience in related field

GIS SPECIALIST V
GIS SPECIALIST V Utilizes Geographic Information System techniques to provide a better understanding of certain variables in a given geographic location. Extracts data from GIS software and uses varying analysis methods to arrive at results. Recommends appropriate reactionary strategies in response to GIS analysis. Provides maps and data sets to clients to supplement analysis. Knowledgeable of GIS software and technology. Works in conjunction with CADD drafters and technicians. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. Very likely will lead and direct others. A certain degree of creativity and latitude is required. Typically reports to a supervisor or manager. BS/BA degree (or equivalent) and 8 to 10 years of experience in related area.

Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 8 to 10 years’ experience in related field

HELP DESK SPECIALIST I
Provides support to end users on a variety of issues. Identifies, researches, and resolves technical problems. Responds to telephone calls, email and personnel requests for technical support. Documents, tracks and monitors the problem to ensure a timely resolution. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor.

Minimum Education: AA degree (or equivalent)
Minimum Experience: 0 to 2 years’ experience in the field or in a related area

HELP DESK SPECIALIST II
Provides support to end users on a variety of issues. Identifies, researches, and resolves technical problems. Responds to telephone calls, email and personnel requests for technical support. Documents, tracks and monitors the problem to ensure a timely resolution. Familiar with standard concepts, practices, and procedures within a particular field. Relies
on limited experience and judgment to plan and accomplish goals. Works under general supervision.

**HELP DESK SPECIALIST III**
Provides support to end users on a variety of issues. Identifies, researches, and resolves technical problems. Responds to telephone calls, email and personnel requests for technical support. Documents, tracks and monitors the problem to ensure a timely resolution. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected.

Minimum Education: AA degree (or equivalent)
Minimum Experience: 2 to 4 years’ experience in the field or in a related area

**HELP DESK SPECIALIST IV**
Helps supervise the day-to-day operations of the help desk. Identifies, researches, and resolves complex technical problems. Creates and manages escalation procedures and ensures service levels are maintained. Documents, tracks, and monitors problems to ensure resolution in a timely manner. A level I supervisor is considered a working supervisor with little authority for personnel actions. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected.

Minimum Education: AA degree in a related area (or equivalent)
Minimum Experience: 4 to 6 years of experience in the field or in a related area

**HELP DESK SPECIALIST V**
Supervises the day-to-day operations of the help desk. Identifies, researches, and resolves complex technical problems. Creates and manages escalation procedures and ensures service levels are maintained. Documents, tracks, and monitors problems to ensure resolution in a timely manner. A level II supervisor has authority for personnel actions and oversees most day-to-day operations of group. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

Minimum Education: BS/BA degree in a related area (or equivalent)
Minimum Experience: 6 to 8 years of experience in the field or in a related area

**IT COMPUTER SPECIALIST I**
Conducts research, performs studies and surveys to obtain data, and analyzes problems to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires knowledge in fields defined as information technology, computer programming, computer security, computer systems analysis, database management, information systems, Internet applications and development, software development, and related fields. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

Minimum Education: BS/BA degree (or equivalent) in appropriate specialty
Minimum Experience: 2 to 4 years’ experience in related field

**IT COMPUTER SPECIALIST II**
Conducts research, performs studies and surveys to obtain data, and analyzes problems to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires knowledge in fields defined as information technology, computer programming, computer security, computer systems analysis, database management, information systems, Internet applications and development, software development, and related fields. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.
Minimum Education: BS/BA degree (or equivalent) in appropriate specialty
Minimum Experience: 4 to 6 years’ experience in related field

IT COMPUTER SPECIALIST III
Conducts research, performs studies and surveys to obtain data, and analyzes problems to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires knowledge in fields defined as information technology, computer programming, computer security, computer systems analysis, database management, information systems, Internet applications and development, software development, and related fields. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.
Minimum Education: BS/BA degree (or equivalent) in appropriate specialty
Minimum Experience: 6 to 8 years’ experience in related field

IT COMPUTER SPECIALIST IV
Consults with client or department heads to define need or problem, conducts research, performs studies and surveys to obtain data, and analyzes problems to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires knowledge in fields defined as information technology, computer programming, computer security, computer systems analysis, database management, information systems, Internet applications and development, software development, and related fields. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.
Minimum Education: BS/BA degree (or equivalent) in appropriate specialty
Minimum Experience: 8 to 10 years’ experience in related field

IT COMPUTER SPECIALIST V
Consults with client or department heads to define need or problem, conducts research, performs studies and surveys to obtain data, and analyzes problems to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires knowledge in fields defined as information technology, computer programming, computer security, computer systems analysis, database management, information systems, Internet applications and development, software development, and related fields. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.
Minimum Education: BS/BA degree (or equivalent) in appropriate specialty
Minimum Experience: 10+ years’ experience in related field

IT ENGINEER I
IT ENGINEER I Assists with the design, development, implementation, and analysis of IT products and systems. Performs engineering design evaluations. May develop a range of products. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision and guidance. BS/BA degree (or equivalent) in a related area as well as 0 to 2 years of experience in the field or in a related area.
Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 0 to 2 years’ experience in related field

IT ENGINEER II
IT ENGINEER II Assists with the design, development, implementation, and analysis of IT products and systems. Performs engineering design evaluations. May develop a range of products. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision. BS/BA degree (or equivalent) in a related area as well as 2 to 4 years of experience in the field or in a related area.
Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 2 to 4 years’ experience in related field

IT ENGINEER III
IT ENGINEER III Responsible for design, development, implementation, and analysis of IT products and systems. Performs engineering design evaluations. May develop a range of products. Familiar with a variety of the field’s concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. May be required to lead and/or provide guidance to other engineers/technicians. Works under general supervision. Typically reports to a manager or head of a unit/department. BS/BA degree (or equivalent) in a related area as well as 4 to 6 years of experience in the field or in a related area.
Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 4 to 6 years’ experience in related field

IT ENGINEER IV
IT ENGINEER IV Provides expert judgment and analysis for the design, development and implementation of IT products and systems. Resolves highly complex technical issues, conducts advanced research, and identifies product/service innovations. Familiar with a variety of the field’s concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. A high degree of creativity and latitude is required. Relies on experience and judgment to plan and accomplish goals. Works under general supervision. Performs a variety of tasks. May direct and lead the work of others. Typically reports to a manager or head of a unit/department. BS/BA degree (or equivalent) in a related area as well as 6 to 8 years of experience in the field or in a related area. License and certification may be required.
Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 6 to 8 years’ experience in related field

IT ENGINEER V
IT ENGINEER V Provides expert consultation in one or more areas for the design, development, analysis, and implementation of IT products and systems. Recognized as technical leader and resource. Responsible for all internal activities and product development. A high degree of creativity and latitude is required. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Will very likely direct and lead the work of others. Typically reports to a manager or head of a unit/department. BS/BA degree (or equivalent) in a related area as well as 8 to 10 years of experience in the field or in a related area. License and certification may be required.
Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 8 to 10 years’ experience in related field

IT SECURITY SPECIALIST I
Assists in the maintenance of systems to protect data from unauthorized users. Identifies, reports, and resolves security violations. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision and guidance.
Minimum Education: BS/BA degree (or equivalent) Minimum Experience: 0 to 2 years’ experience in related field

IT SECURITY SPECIALIST II
Assists in the maintenance of systems to protect data from unauthorized users. Identifies, reports, and resolves security violations. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision.
Minimum Education: BS/BA degree (or equivalent) Minimum Experience: 2 to 4 years’ experience in related field
IT SECURITY SPECIALIST III
Analyzes information security systems and applications and recommends and develops security measures to protect information against unauthorized modification or loss. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected.
Minimum Education: BS/BA degree in a related area (or equivalent)
Minimum Experience: 4 to 6 years of experience in the field or in a related area

IT SECURITY SPECIALIST IV
Responsible for developing and managing Information Systems security, including disaster recovery, database protection and software development. Analyzes information security systems and applications and recommends and develops security measures to protect information against unauthorized modification or loss. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected.
Minimum Education: BS/BA degree in a related area (or equivalent)
Minimum Experience: 6 to 8 years of experience in the field or in a related area

IT SECURITY SPECIALIST V
Ensures that all system platforms are functional and secure. Works with upper management to determine acceptable level of risk for enterprise computing platforms. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. Very likely directs and leads others. Works under general supervision. Typically reports to a manager or head of a unit/department.
Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 8 to 10 years’ experience in related field

NETWORK DATA CENTER ARCHITECT
Network Data Center Architect Help customers maximize network availability and functionality to achieve their business goals. The data center architect delivers the technologies; solutions and services customers need to expertly manage their networks. Architect will perform analysis of highly complex data center designs. Will be responsible for the configuration, implementation, and maintenance of various technologies such as Virtualization, Storage Engineering and Server Management. Will assess and identify appropriate solutions to be integrated into the systems operation and make recommendations for implementation. Builds simulated networks in test labs to resolve highly complex problems and compatibility issues. Manage large data center projects (coordination, prioritization and delegation).
Minimum Education: BS/BA degree in a related area (or equivalent)
Minimum Experience: 6 to 8 years of experience in the field or in a related area

NETWORK DATA CENTER ENGINEER I
Network Data Center Engineer I Design, implement, deploy, support, and monitor the Global LAN infrastructure. This is a hands-on position and is responsible maintaining the whole life cycle of these data center network equipment. You will be responsible for configuring network equipment, monitor and maintain the equipment for high availability, doing in-depth troubleshooting analysis and problem resolution, and provide monthly metric reports.
Minimum Education: BS/BA degree in a related area (or equivalent)
Minimum Experience: 4 to 6 years of experience in the field or in a related area

NETWORK DATA CENTER ENGINEER II
Network Data Center Engineer II Design, implement, deploy, support, and monitor the Global LAN infrastructure. This is a hands-on position and is responsible maintaining the whole life cycle of these data center network equipment. You will be responsible for configuring network equipment, monitor and
maintain the equipment for high availability, doing in-depth troubleshooting analysis and problem resolution, and provide monthly metric reports.

**Minimum Education:** BS/BA degree in a related area (or equivalent)

**Minimum Experience:** 6 to 8 years of experience in the field or in a related area

**NETWORK DATA CENTER ENGINEER III**

Network Data Center Engineer III Design, implement, deploy, support, and monitor the Global LAN infrastructure. This is a hands-on position and is responsible maintaining the whole life cycle of these data center network equipment. You will be responsible for configuring network equipment, monitor and maintain the equipment for high availability, doing in-depth troubleshooting analysis and problem resolution, and provide monthly metric reports.

**Minimum Education:** BS/BA degree in a related area (or equivalent)

**Minimum Experience:** 8 to 10 years of experience in the field or in a related area

**NETWORK ENGINEER I**

Provides technical support in the installation and maintenance of employer's or customer's Local Area Network (LAN). Assists in the evaluation of hardware and software, including peripheral, output, and telecommunications equipment. Installs network hardware and software, including network operating systems. Monitors data communications to ensure that network is available to all users. Troubleshoots and resolves routine problems. Generally responsible for maintaining a simple network of 25 or fewer nodes, or for a section of a larger network. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision and guidance.

**Minimum Education:** BS/BA degree (or equivalent).

**Minimum Experience:** 0 to 2 years' experience in related field

**NETWORK ENGINEER II**

Install, maintains, and coordinates the use of employer's or customer's Local Area or Wide Area Network (LANWAN). Evaluates hardware and software, including peripheral, output, and telecommunications equipment. Enforces security procedures, installs network software, and manages network performance. Troubleshoots and resolves complex problems. Implements and coordinated network policies, procedures, and standards. Trains users. Generally responsible for maintaining moderately complex networks of 25 to 100 nodes. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision.

**Minimum Education:** BS/BA degree (or equivalent). May require certification as a network engineer.

**Minimum Experience:** 2 to 4 years' experience in related field

**NETWORK ENGINEER III**

Installs and maintains complex networks that typically link numerous computing platforms, operating systems, and network topologies across widely dispersed geographic areas. Evaluates hardware and software suitable for large, complex networks. Tests and implements interface programs. Develops security procedures. Manages network performance. Troubleshoots and resolves complex problems to ensure minimal disruption of mission-critical applications. Maintains fault-tolerant systems and manages systems backups. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected. B

**Minimum Education:** BS/BA degree in a related area (or equivalent). Typically requires certification as a network engineer and may require extensive expertise across hardware and systems supplies by multiple vendors

**Minimum Experience:** 4 to 6 years of experience in the field or in a related area

**NETWORK ENGINEER IV**

Installs and maintains complex networks that typically link numerous computing platforms, operating systems, and

Troubleshoots and resolves complex problems to ensure minimal disruption of mission-critical applications. Maintains fault-tolerant systems and manages systems backups. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected.

Minimum Education: BS/BA degree in a related area (or equivalent). Typically requires certification as a network engineer and may require extensive expertise across hardware and systems supplies by multiple vendors
Minimum Experience: 6 to 8 years of experience in the field or in a related area.

**NETWORK ENGINEER V**


Troubleshoots and resolves complex problems to ensure minimal disruption of mission-critical applications. Maintains fault-tolerant systems and manages systems backups. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. Very likely directs and leads others. Works under general supervision. Typically reports to a manager or head of a unit/department.

Minimum Education: BS/BA degree (or equivalent). Typically requires certification as a network engineer and may require extensive expertise across hardware and systems supplies by multiple vendors
Minimum Experience: 8 to 10 years’ experience in related field

**OUTREACH & EDUCATION SPECIALIST I**

Assists with the development and coordination of programs designed to promote the organization and its services and to educate the community and the target population. Creates and distributes educational materials and publications for the community and may be responsible for conducting staff training sessions. Promotes activities and services through various forms of media. Familiar with standard concepts, practices, and procedures within a particular field. A high degree of creativity and latitude is required. Relies on limited experience and judgment to plan and accomplish goals. Works under immediate supervision. Relies on instructions and pre-established guidelines to perform the functions of the job.

Minimum Education: BS/BA degree (or equivalent).
Minimum Experience: 0 to 2 years’ experience in related field

**OUTREACH & EDUCATION SPECIALIST II**

Assists with the development and coordination of programs designed to promote the organization and its services and to educate the community and the target population. Creates and distributes educational materials and publications for the community and may be responsible for conducting staff training sessions. Promotes activities and services through various forms of media. Familiar with standard concepts, practices, and procedures within a particular field. A high degree of creativity and latitude is required. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision.

Minimum Education: BS/BA degree (or equivalent).
Minimum Experience: 2 to 4 years’ experience in related field

**OUTREACH & EDUCATION SPECIALIST III**

Develops and coordinates programs designed to promote the organization and its services and to
educate the community and the target population. Creates and distributes educational materials and publications for the community and may be responsible for conducting staff training sessions. Promotes activities and services through various forms of media. Familiar with standard concepts, practices, and procedures within a particular field. A high degree of creativity and latitude is required. Relies on experience and judgment to plan and accomplish goals. Works under general supervision. Performs a variety of tasks. May direct and lead the work of others. Typically reports to a manager or head of a unit/department.

Minimum Education: BS/BA degree (or equivalent).
Minimum Experience: 4 to 6 years’ experience in related field

OUTREACH & EDUCATION SPECIALIST IV
Develops and coordinates programs designed to promote the organization and its services and to educate the community and the target population. Creates and distributes educational materials and publications for the community and may be responsible for conducting staff training sessions. Promotes activities and services through various forms of media. Familiar with standard concepts, practices, and procedures within a particular field. A high degree of creativity and latitude is required. Relies on experience and judgment to plan and accomplish goals. Works under general supervision. Performs a variety of tasks. May direct and lead the work of others. Typically reports to a manager or head of a unit/department.

Minimum Education: BS/BA degree (or equivalent).
Minimum Experience: 6 to 8 years’ experience in related field

OUTREACH & EDUCATION SPECIALIST V
Develops and coordinates programs designed to promote the organization and its services and to educate the community and the target population. Creates and distributes educational materials and publications for the community and may be responsible for conducting staff training sessions. Promotes activities and services through various forms of media. Familiar with standard concepts, practices, and procedures within a particular field. A high degree of creativity and latitude is required. Relies on experience and judgment to plan and accomplish goals. Works under general supervision. Performs a variety of tasks. Will very likely direct and lead the work of others. Typically reports to a manager or head of a unit/department.

Minimum Education: BS/BA degree (or equivalent).
Minimum Experience: 8 to 10 years’ experience in related field

PROCUREMENT/LOGISTICS SPECIALIST I
Responsible for purchasing and negotiating low dollar value materials, equipment, and supplies from vendors. Evaluates vendor quotes and services to determine most desirable suppliers. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. This is an entry level position. Typically reports to a supervisor or manager.

Minimum Education: HS degree (or equivalent).
Minimum Experience: 0 to 2 years’ experience in related field

PROCUREMENT/LOGISTICS SPECIALIST II
Responsible for purchasing and negotiating materials, equipment, and supplies from vendors. Evaluates vendor quotes and services to determine most desirable suppliers. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals to perform a variety of tasks. Works under general supervision; typically reports to a supervisor or manager. A certain degree of creativity and latitude is required.

Minimum Education: HS degree (or equivalent).
Minimum Experience: 2 to 4 years’ experience in related field
PROCUREMENT/ LOGISTICS SPECIALIST III
Responsible for purchasing and negotiating materials, equipment, and supplies from vendors. Evaluates vendor quotes and services to determine most desirable suppliers. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May report to an executive or a manager. A wide degree of creativity and latitude is expected.
Minimum Education: AA degree (or equivalent).
Minimum Experience: 2 to 4 years’ experience in related field

PROCUREMENT/ LOGISTICS SPECIALIST IV
Responsible for purchasing and negotiating materials, equipment, and supplies from vendors. Evaluates vendor quotes and services to determine most desirable suppliers. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.
Minimum Education: BS/BA degree (or equivalent).
Minimum Experience: 2 to 4 years’ experience in related field

PROCUREMENT/ LOGISTICS SPECIALIST V
Responsible for purchasing and negotiating materials, equipment, and supplies from vendors. Evaluates vendor quotes and services to determine most desirable suppliers. Analyzes development in materials and supply to reduce costs and improve quality. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. May manage a staff and typically reports to a manager or head of a unit/department.
Minimum Education: BS/BA degree (or equivalent).
Minimum Experience: 4 to 6 years’ experience in related field

PROGRAMMER ANALYST I
Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing to support an organization's application systems. Consults with users to identify current operating procedures and to clarify program objectives. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a project leader or manager.
Minimum Education: BS/BA degree (or equivalent).
Minimum Experience: 0 to 2 years’ experience in related field

PROGRAMMER ANALYST II
Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing to support an organization's application systems. Consults with users to identify current operating procedures and to clarify program objectives. May be expected to write documentation to describe program development, logic, coding, and corrections. Writes manuals for users to describe installation and operating procedures. Familiar with relational databases and client-server concepts. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required. Requires proficiency in programming languages.
Minimum Education: BS/BA degree in a related area (or equivalent)
Minimum Experience: 2 to 4 years of related experience.

PROGRAMMER ANALYST III
Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing to support an organization's application systems. Consults with users to identify current operating procedures and to clarify program objectives. May be expected to write documentation to describe program development, logic, coding,
and corrections: Writes manuals for users to describe installation and operating procedures. Must have a working knowledge of relational databases and client-server concepts. A wide degree of creativity and latitude is expected. Requires proficiency in programming languages. May lead and direct others.

**Minimum Education:** BS/BA degree in a related area (or equivalent)

**Minimum Experience:** 4 to 6 years of related experience

**PROGRAMMER ANALYST IV**

Works with users to identify current operating procedures and clarify program objectives. Outlines steps required for program development, including diagrams and charts. Writes program documentation and operations guidelines. Provides technical guidance to lower-level analyst/programmers. Requires comprehensive knowledge of programming techniques, networked and centralized operating systems, and the capabilities of enterprise database products and development suites. May team with external consultants in the development of unique applications that meet employer's requirements. Requires detailed and comprehensive knowledge of employer's applications and systems. A wide degree of creativity and latitude is expected. Requires proficiency in programming languages. May lead and direct others.

**Minimum Education:** BS/BA degree in a related area (or equivalent)

**Minimum Experience:** 6 to 8 years of related experience

**PROGRAMMER ANALYST V**

Leads lower-level analyst/programmers and other technical staff on a large, complex internal development project or serves as lead analyst/programmer on numerous smaller projects and systems. Typically, a senior internal technical consultant who directs program development in complex applications and systems where existing architectures and techniques provide little guidance. Consults with user management and technical staff as necessary to clarify program intent, identify problems, suggest changes, and determine required coding. Assigns, coordinates and reviews work of lower-level analyst/programmers in advanced techniques. Prescribes standard to simplify interpretation of programs and documentations. Supervises preparation of records and reports. Requires detailed and comprehensive knowledge of employer's applications and systems. A wide degree of creativity and latitude is expected. Requires proficiency in programming languages. May lead and direct others.

**Minimum Education:** BS/BA degree in a related area (or equivalent)

**Minimum Experience:** 8 to 10 years of related experience

**PROJECT MANAGER I**

Under general supervision, is responsible for assisting with all aspects of field and/or task-level project performance (i.e., technical, contractual, administrative, financial). Supervises personnel involved in all aspects of project activity, organizes and assigns responsibilities to subordinates, oversees the successful completion of all assigned tasks, and maintains customer contacts to ensure conformity to all contractual obligations. Exercises independent judgment, as well as a high-level of analytical skill, in solving non-routine technical, administrative, and managerial problems.

**Minimum Education:** BS/BA degree in related field (or equivalent)

**Minimum Experience:** 2 to 4 years of related experience

**PROJECT MANAGER II**

Under general supervision, is responsible for all aspects of field and/or task-level project performance (i.e., technical, contractual, administrative, financial). Supervises personnel involved in all aspects of project activity, organizes and assigns responsibilities to subordinates, oversees the successful completion of all assigned tasks, and maintains customer contacts to ensure conformity to all contractual obligations. Exercises independent judgment, as well as a high-level of analytical skill, in solving non-routine technical, administrative, and managerial problems.

**Minimum Education:** BS/BA degree in related field (or equivalent)

**Minimum Experience:** 4 to 6 years of related experience, 2 of which must be in a supervisory role

**PROJECT MANAGER III**

Is responsible for all aspects of field and/or task-level project performance (i.e., technical, contractual, administrative, financial). May work on multiple projects simultaneously. Supervises personnel involved in all aspects of project
activity, organizes and assigns responsibilities to subordinates, oversees the successful completion of all assigned
tasks, and maintains customer contacts to ensure conformity to all contractual obligations. Exercises independent
judgment, as well as a high-level of analytical skill, in solving non-routine technical, administrative, and managerial
problems.
Minimum Education: BS/BA degree in related field (or equivalent)
Minimum Experience: 6 to 8 years of related experience, 4 of which must be in a supervisory role.

PROJECT MANAGER IV
Is responsible for all aspects of field and/or task-level project performance (i.e., technical, contractual, administrative,
financial). Will probably work on multiple projects simultaneously. Supervises personnel involved in all aspects of
project activity, organizes and assigns responsibilities to subordinates, oversees the successful completion of all
assigned tasks, and maintains customer contacts to ensure conformity to all contractual obligations. Exercises independent
judgment, as well as a high-level of analytical skill, in solving non-routine technical, administrative, and managerial
problems.
Minimum Education: BS/BA degree in related field (or equivalent)
Minimum Experience: 8 to 10 years of related experience, 4 of which must be in a supervisory role.

PROJECT MANAGER V
Is responsible for all aspects of field and/or task-level project performance (i.e., technical, contractual, administrative,
financial). Will work on multiple projects simultaneously. Supervises personnel involved in all aspects of project
activity, organizes and assigns responsibilities to subordinates, oversees the successful completion of all assigned
tasks, and maintains customer contacts to ensure conformity to all contractual obligations. Exercises independent
judgment, as well as a high-level of analytical skill, in solving non-routine technical, administrative, and managerial
problems.
Minimum Education: BS/BA degree in related field (or equivalent)
Minimum Experience: 10+ years of related experience, 4 of which must be in a supervisory role.

QUALITY ASSURANCE SPECIALIST I
Responsible for assisting with quality assurance and compliance with applicable regulatory requirements; conducts
audits and reviews/analyzes data and documentation. Has knowledge of commonly-used concepts, practices, and
procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of
the job. Works under immediate supervision. Typically reports to a supervisor or manager.
Minimum Education: BS/BA degree (or equivalent) in area of specialty
Minimum Experience: 0 to 2 years of experience in the field or in a related area

QUALITY ASSURANCE SPECIALIST II
Responsible for assisting with all activities involving quality assurance and compliance with applicable regulatory
requirements; conducts audits and reviews/analyzes data and documentation. Has knowledge of commonly-used
concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and
accomplish goals. Performs a variety of tasks. Works under general supervision. Relies on instructions and pre-
established guidelines to perform the functions of the job, but a certain degree of creativity and latitude is required.
Typically reports to a supervisor or manager.
Minimum Education: BS/BA degree (or equivalent) in area of specialty
Minimum Experience: 2 to 4 years of experience in the field or in a related area

QUALITY ASSURANCE SPECIALIST III
Responsible for quality assurance and compliance with applicable regulatory requirements; conducts audits and
reviews/analyzes data and documentation. Familiar with a variety of the field's concepts, practices, and procedures.
Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and
direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head
of a unit/department.
Minimum Education: BS/BA degree (or equivalent) in area of specialty
Minimum Experience: 4 to 6 years of experience in the field or in a related area. May require an advanced degree.

QUALITY ASSURANCE SPECIALIST IV
Responsible for quality assurance and compliance with applicable regulatory requirements; conducts audits and reviews/analyzes data and documentation. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.
Minimum Education: BS/BA degree (or equivalent) in area of specialty
Minimum Experience: 4 to 6 years of experience in the field or in a related area. May require an advanced degree.

QUALITY ASSURANCE SPECIALIST V
Responsible for all aspects of quality assurance and compliance with applicable regulatory requirements; conducts audits and reviews/analyzes data and documentation. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Will very likely lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.
Minimum Education: BS/BA degree (or equivalent) in area of specialty
Minimum Experience: 6 to 8 years of experience in the field or in a related area. May require an advanced degree.

SATELLITE COMMUNICATION SPECIALIST I
Installs, configures, operates, aligns, and/or conducts performance tests, on satellite communications equipment; Installs, operates, and/or performs preventive maintenance checks and services on satellite communication security systems. Installs tactical satellite antenna equipment. Identifies and reports electronic jamming and deception, and applies appropriate electronic countermeasures. Performs complex and multifaceted tasks associated with stressed and unstressed network operations. Ensures backup equipment, spares, and repair parts are available to sustain system operations. Compiles system and network statistics for reports.
Minimum Education: BS/BA degree (or equivalent) in area of specialty
Minimum Experience: 0 to 2 years of experience in the field or in a related area

SATELLITE COMMUNICATION SPECIALIST II
Installs, configures, operates, aligns, and/or conducts performance tests, on satellite communications equipment. Installs, operates, and performs preventive maintenance checks and services on satellite communication security systems. Installs tactical satellite antenna equipment. Provides technical assistance to subordinates engaged in the operation and maintenance of satellite communication system. Identifies and reports electronic jamming and deception, and applies appropriate electronic countermeasures. Performs complex and multifaceted tasks associated with stressed and unstressed network operations. Ensures backup equipment, spares, and repair parts are available to sustain system operations. Compiles system and network statistics for reports.
Minimum Education: BS/BA degree (or equivalent) in area of specialty
Minimum Experience: 2 to 4 years of experience in the field or in a related area

SATELLITE COMMUNICATION SPECIALIST III
Installs, configures, operates, aligns, and/or conducts performance tests, on satellite communications equipment. Installs, operates, and performs preventive maintenance checks and services on satellite communication security systems. Installs tactical satellite antenna equipment. Provides technical assistance to subordinates engaged in the operation and maintenance of satellite communication systems. Identifies and reports electronic jamming and deception, and applies appropriate electronic countermeasures. Performs complex and multifaceted tasks associated with

RIVA Solutions, Inc. – 8000 Westpark Dr., Suite 450 – Mclean, VA 22102
Email: contracts@rivasolutionsinc.com www.rivasolutionsinc.com
stressed and unstressed network operations. Supervises and performs alignment, control functions, and direct support maintenance on assigned communications equipment. Ensures backup equipment, spares, and repair parts are available to sustain system operations. * Compiles system and network statistics for reports

**Minimum Education:** BS/BA degree (or equivalent) in area of specialty  
**Minimum Experience:** 4 to 6 years of experience in the field or in a related area

**SATELLITE COMMUNICATION SPECIALIST IV**  
 Satellite Communication Specialist IV Installs, configures, operates, aligns, and/or conducts performance tests, on satellite communications equipment. Installs, operates, and performs preventive maintenance checks and services on satellite communication security systems. Installs tactical satellite antenna equipment. Provides technical assistance to subordinates engaged in the operation and maintenance of satellite communication systems. Identifies and reports electronic jamming and deception, and applies appropriate electronic countermeasures. Performs complex and multifaceted tasks associated with stressed and unstressed network operations. Supervises and performs alignment, control functions, and direct support maintenance on assigned communications equipment. Ensures backup equipment, spares, and repair parts are available to sustain system operations. Compiles system and network statistics for reports. May require an advanced degree.  
**Minimum Education:** BS/BA degree (or equivalent) in area of specialty  
**Minimum Experience:** 6 to 8 years of experience in the field or in a related area

**SATELLITE OPERATIONS ENGINEER SR**  
 Satellite Operations Engineer Sr may work independently or under the supervision of a more senior engineer or supervise more junior engineers. Responsible for conducting mission operations. Works with the flight and ground systems developers prelaunch to specify the operations requirements, integrate and test the operations plans, procedures, and ground systems. Operate and maintain personnel post-launch to enhance the control centers, and assist in anomaly resolution.  
**Minimum Experience:** 8 to 10 years of experience in the field or in a related area

**SCIENTIFIC PROGRAMMER I**  
 SCIENTIFIC PROGRAMMER I Converts scientific, engineering, and other technical problem formulations to formats that can be processed by computer. Resolves symbolic formulations, prepares flowcharts and block diagrams, and encodes resultant equations for processing by applying extensive knowledge of branch of science, engineering, or advanced mathematics, such as differential equations or numerical analysis, and understanding of capabilities and limitations of computer. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Typically reports to a supervisor or manager. BS/BA degree (or equivalent) and 0 to 2 years of experience in related area.  
**Minimum Education:** BS/BA degree (or equivalent) in area of specialty  
**Minimum Experience:** 0 to 2 years of experience in the field or in a related area

**SCIENTIFIC PROGRAMMER II**  
 SCIENTIFIC PROGRAMMER II Converts scientific, engineering, and other technical problem formulations to formats that can be processed by computer. Resolves symbolic formulations, prepares flowcharts and block diagrams, and encodes resultant equations for processing by applying extensive knowledge of branch of science, engineering, or advanced mathematics, such as differential equations or numerical analysis, and understanding of capabilities and limitations of computer. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Typically reports to a supervisor or manager. BS/BA degree (or equivalent) and 2 to 4 years of experience in related area.
Minimum Education: BS/BA degree (or equivalent) in area of specialty
Minimum Experience: 2 to 4 years of experience in the field or in a related area

SCIENTIFIC PROGRAMMER III
SCIENTIFIC PROGRAMMER III Converts scientific, engineering, and other technical problem formulations to formats that can be processed by computer. Resolves symbolic formulations, prepares flowcharts and block diagrams, and encodes resultant equations for processing by applying extensive knowledge of branch of science, engineering, or advanced mathematics, such as differential equations or numerical analysis, and understanding of capabilities and limitations of computer. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. May lead and direct others. A certain degree of creativity and latitude is required. Typically reports to a supervisor or manager. BS/BA degree (or equivalent) and 4 to 6 years of experience in related area.
Minimum Education: BS/BA degree (or equivalent) in area of specialty
Minimum Experience: 4 to 6 years of experience in the field or in a related area

SCIENTIFIC PROGRAMMER IV
SCIENTIFIC PROGRAMMER IV Converts scientific, engineering, and other technical problem formulations to formats that can be processed by computer. Resolves symbolic formulations, prepares flowcharts and block diagrams, and encodes resultant equations for processing by applying extensive knowledge of branch of science, engineering, or advanced mathematics, such as differential equations or numerical analysis, and understanding of capabilities and limitations of computer. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. May lead and direct others. A certain degree of creativity and latitude is required. Typically reports to a supervisor or manager. BS/BA degree (or equivalent) and 6 to 8 years of experience in related area.
Minimum Experience: 6 to 8 years of experience in the field or in a related area

SCIENTIFIC PROGRAMMER V
SCIENTIFIC PROGRAMMER V Converts scientific, engineering, and other technical problem formulations to formats that can be processed by computer. Resolves symbolic formulations, prepares flowcharts and block diagrams, and encodes resultant equations for processing by applying extensive knowledge of branch of science, engineering, or advanced mathematics, such as differential equations or numerical analysis, and understanding of capabilities and limitations of computer. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. Very likely will lead and direct others. A certain degree of creativity and latitude is required. Typically reports to a supervisor or manager. BS/BA degree (or equivalent) and 8 to 10 years of experience in related area.
Minimum Education: BS/BA degree (or equivalent) in area of specialty
Minimum Experience: 8 to 10 years of experience in the field or in a related area

SENIOR CONSULTANT
Providing customers technical leadership in the design, installation, configuration, and implementation of VMware SDDC products and services. You will help to document best practices in developing and deploying VMware SDDC solutions. Services include (but not limited to) Operational Readiness, Business Continuance, Disaster Recovery, and Storage, and IT services Delivery.
Minimum Education: BA/BS or equivalent
Minimum Experience: 15 years of relevant experience

SENIOR NETWORK ENGINEERS
Provide an assessment of current Cisco network to stabilize that environment with the intentional of eventually migrating that to a Juniper core network. Configure Cisco core routers, switches, firewalls, wireless access points to
Juniper. Troubleshoot network and firewalls for outages, latency and optimization. Performed network device inventory management.

Minimum Education: BA/BS or equivalent
Minimum Experience: 10 years of relevant experience

SOCIAL MEDIA SPECIALIST
Managing translation and editing work in a high-volume environment, with demonstrated commitment to quality assurance. Must be an experienced professional translator who possesses the desired training, skills, and expertise. A university-issued degree or certificate in translation. Accreditation by a professional association, such as the American Translators Association (ATA), or other accrediting authorities. A staff position or freelance practice dedicated to translation or the editing of translations. Must have basic knowledge of international politics, public diplomacy and general business. Must have extensive proficiency in translating and editing English to French, with full professional translator proficiency. Candidate will need to pass a language test administered by the Office of Language Services.

Minimum Education: BA/BS or equivalent
Minimum Experience: 5 years of relevant experience

SW ENGINEER I
Assists in design and coding of software product components, units, and modules according to detailed specifications. Participates in analysis and development of test plans. Tests assigned components and units. Provides test results and recommends corrections to senior developers. Requires practical knowledge of one or more platforms and operating systems, and of programming languages. Typically requires knowledge of one or more systems architectures. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision and guidance.

Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 0 to 2 years’ experience in related field.

SW ENGINEER II
Assist in the design and coding of software products. Prepares comprehensive test plans. Conducts tests. Identifies and debugs relatively simple problems. Provides test results and recommends more complex corrections to senior developers. Codes enhancements and supports features. Participates in writing product and user documentation. Requires extensive knowledge of one or more platforms and operating systems, and of programming languages. Typically requires knowledge of one or more systems architectures. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision.

Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 2 to 4 years’ experience in related field.

SW ENGINEER III
Designs and codes software components, units, and modules that meet product specification and development schedules. Tests and debugs assigned components and units. Participated in large system and subsystem planning. Adheres to product build and release schedules and strategies. Acts as a technical resource for lower-level developers. Requires comprehensive knowledge of one or more platforms and operating systems, and of programming languages. Typically requires knowledge of one or more systems architectures. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. Works under general supervision. Typically reports to a manager or head of a unit/department.

Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 4 to 6 years’ experience in related field.

SW ENGINEER IV
Develops technical designs and specifications for software products. Researched and integrated design strategies, product specifications, development schedules, and user expectations into product capabilities. Uses software development technologies and tools to build, test, and maintain product modules, components, and subsystems.
Provides technical leadership to lower-level developers. May provide product demonstrations and participate in trade shows and seminars. May require interaction with customers, vendors and external development partners. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

**Minimum Education:** BS/BA degree (or equivalent) plus
**Minimum Experience:** 6 to 8 years’ experience in related field

**SW ENGINEER V**
Oversees technical design, development, and implementation of large projects and/or major software products and systems. Assists in defining architecture requirements and establishing standards for design and development. Consults with management and customers regarding product feasibility and viability of product plans and designs. Factors emerging technologies and product supportability into design and implementation. Serves as primary technical resource to development team. May act as team leader in prioritizing group tasks, determining individual assignments, and reviewing work of lower-level developers. Provides product demonstrations and participates in trade shows, seminars, industry panels, and user group meetings. Interacts with customers regarding strategies, requirements, problem solving, and support. This is normally the senior non-management developer level. Typically reports to a manager or head of a unit/department.

**Minimum Education:** BS/BA degree (or equivalent) plus
**Minimum Experience:** 8 to 10 years’ experience in related field

**SPECTRUM MANAGEMENT ENGINEERING CONSULTANT**
Leads engineering efforts and supervises engineering staff involved with the application of spectrum management engineering disciplines in the technical field directly related to the required tasking area being supported. Provides spectrum management engineering, technical, and managerial direction for problem definition, analysis, requirement development and implementation for complex systems in the engineering discipline required to meet technical requirements. Makes recommendations and advises on system development, improvements, optimization, or support efforts. Performs spectrum supportability risk assessments and analysis employing modeling and simulation techniques. Leads spectrum management business process modeling, analysis, simulation, engineering, and tool development tasks. Performs spectrum engineering analyses applying appropriate scientific and engineering processes and modeling techniques to the life-cycle development of systems. Performs analyses and trade-off studies related to operational issues and reviews test plans to ensure they address operational requirements. Exercises tests to validate accuracy and technical validity of algorithms used in operational computer applications. Applies scientific and engineering theories, methods and research techniques in the investigation and solution of complex technical problems and technology development. Has extensive knowledge of the spectrum management regulatory and operational entities to include the National Telecommunications and Information Administration, Federal agency spectrum management entities, and the International Telecommunication Union.

**Minimum Education:** BS/BA degree (or equivalent) plus
**Minimum Experience:** 8 to 10 years’ experience in related field

**SPECTRUM MANAGEMENT PLANNING/INTEGRATION CONSULTANT**
Facilitates government and contractor teams that integrate and coordinate the development of computer automated spectrum management business processes to include frequency assignment, spectrum certification, and spectrum planning. Performs management analysis. Manages spectrum management business processes and personnel engaged in spectrum management analysis and business processes, business process reengineering, configuration management, quality control/assurance, organizational performance assessments, mission analysis, engineering analysis and strategic planning. Applies applicable management analysis processes, modeling and simulation tools, and technical techniques to provide the services required. Employs spectrum management process improvement and reengineering methodologies and principles to conduct process modernization projects. Provides group facilitation,
interviewing, training, and additional forms of knowledge transfer. Serves as key coordinator among multiple project teams to ensure enterprise-wide integration of management efforts. Provides daily supervision and direction to personnel performing spectrum management analysis and engineering tasking. Applies research or advanced engineering in the development of new spectrum management architectures, products and technologies. Provides high level guidance for technical spectrum management analysis and recommendations. Has extensive knowledge of the spectrum management regulatory and operational entities to include the National Telecommunications and Information Administration, the Federal Communications Commission, Federal agency spectrum management entities, and the International Telecommunication Union.

Minimum Education: MS/MA degree (or equivalent) in a related area
Minimum Experience: 10+ years of experience in the field or in a related area. License and certification may be required. May require an advanced degree.

SYSTEMS ADMINISTRATOR I
Maintains data files and control procedures for a simple system of networked personal computers or for a group of desktop computers linked to a host server. Responsible for system security and data integrity. Assigns passwords and monitors use of resources. Back up files as required. May produce periodic business reports, generate output such as labels, letters, and forms, and respond to frequent management request for information. May require extensive knowledge of software such as Microsoft Office and similar suites of business applications. May be a resident expert for applications running on a department-wide LAN or for the entire computer system in a smaller enterprise. Minimum Education: BS/BA degree (or equivalent) Minimum Experience: 0 to 2 years in related field

SYSTEMS ADMINISTRATOR II
Maintains data files and control procedures for a simple system of networked personal computers or for a group of desktop computers linked to a host server. Responsible for system security and data integrity. Assigns passwords and monitors use of resources. Back up files as required. May produce periodic business reports, generate output such as labels, letters, and forms, and respond to frequent management request for information. May require extensive knowledge of software such as Microsoft Office and similar suites of business applications. May be a resident expert for applications running on a department-wide LAN or for the entire computer system in a smaller enterprise. Minimum Education: BS/BA degree (or equivalent) Minimum Experience: 2 to 4 years in related field

SYSTEMS ADMINISTRATOR III
Installs new software releases, system upgrades, evaluates and installs patches and resolves software related problems. Performs system backups and recovery. Maintains data files and monitors system configuration to ensure data integrity. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required. Familiar with standard concepts, practices, and procedures within a particular field. May lead or direct others. Minimum Education: BS/BA degree in a related area (or equivalent) Minimum Experience: 4 to 6 years of experience in the field or in a related area

SYSTEMS ADMINISTRATOR IV
Installs new software releases, system upgrades, evaluates and installs patches and resolves software related problems. Performs system backups and recovery. Maintains data files and monitors system configuration to ensure data integrity. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required. Familiar with standard concepts, practices, and procedures within a particular field. May lead or direct others. Minimum Education: BS/BA degree in a related area (or equivalent)
Minimum Experience: 6 to 8 years of experience in the field or in a related area.

SYSTEMS ADMINISTRATOR V
Installs new software releases, system upgrades, evaluates and installs patches and resolves software related problems. Performs system backups and recovery.
Maintains data files and monitors system configuration to ensure data integrity. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required. Familiar with standard concepts, practices, and procedures within a particular field. Will likely will lead or direct others.
Minimum Education: BS/BA degree in a related area (or equivalent)
Minimum Experience: 8 to 10 years of experience in the field or in a related area

SYSTEMS ENGINEER I
Assists more senior engineers with development, design, and analysis of work that may include logic design, circuit design, instrumentation design, firmware development, model formulation, manufacturing and development cost projections, computer architecture analysis and design, network structure design, and analog or binary systems engineering. Projects may include fabrication, modification, and evaluation of components or circuitry for use in electronic equipment. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision and guidance.
Minimum Education: BS/BA degree (or equivalent) Minimum Experience: 0 to 2 years’ experience in related field

SYSTEMS ENGINEER II
Performs standard engineering development, design, and analysis of work such as logic design, circuit design, I/O design, instrumentation design, firmware development, model formulation, cost projection, computer architecture analysis and design, network structure design, and systems engineering. Projects may include fabrication, modification, and evaluation of components or circuitry for use in electronic equipment. May be assigned to interact with client engineers, respond to technical questions and requests from customers, and implement systems at customer sites.
Minimum Education: BS/BA degree in related field (or equivalent) Minimum Experience: 2 to 4 years related experience

SYSTEMS ENGINEER III
Performs non-standard engineering analysis, development and design work that requires considerable engineering skill, creative ability, and independent judgment. May provide technical supervision to lower level engineers and technical staff. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected.
Minimum Education: BS/BA degree in a related area (or equivalent) Minimum Experience: 4 to 6 years of experience in the field or in a related area

SYSTEMS ENGINEER IV
Performs a full range of engineering tasks represented by the activities listed under less senior engineering positions. Work requires a high degree of creative ability and engineering and programming skills. May coordinate and lead the work of subordinate engineers on assigned projects. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager.
Minimum Education: BS/BA degree in a related area (or equivalent)
Minimum Experience: 6 to 8 years of experience in the field or in a related area
SYSTEMS ENGINEER V
Perform engineering work in the research, development, analysis, and design of products and systems. Interacts at the highest levels with client engineers and customers. Work requires the highest degree of creative ability, engineering and programming skills, and independent judgment. Will likely coordinate and technically lead projects and subordinated engineers. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Works under general supervision. Typically reports to a manager or head of a unit/department. Minimum Education: BS/BA degree (or equivalent) Minimum Experience: 8 to 10 years’ experience in related field

TECHNICAL SPECIALIST I
Conducts research, performs studies and surveys to obtain data, and analyzes problems to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires knowledge in fields defined as technical, such as electrical engineering, construction engineering, computer engineering, other engineering fields, chemistry, scientific research, and other related technical and engineering fields. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. Minimum Education: BS/BA degree (or equivalent) in appropriate specialty Minimum Experience: 2 to 4 years’ experience in related field

TECHNICAL SPECIALIST II
Conducts research, performs studies and surveys to obtain data, and analyzes problems to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires knowledge in fields defined as technical, such as electrical engineering, construction engineering, computer engineering, other engineering fields, chemistry, scientific research, and other related technical and engineering fields. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. Minimum Education: BS/BA degree (or equivalent) in appropriate specialty Minimum Experience: 4 to 6 years’ experience in related field

TECHNICAL SPECIALIST III
Conducts research, performs studies and surveys to obtain data, and analyzes problems to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires knowledge in fields defined as technical, such as electrical engineering, construction engineering, computer engineering, other engineering fields, chemistry, scientific research, and other related technical and engineering fields. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. Minimum Education: BS/BA degree (or equivalent) in appropriate specialty Minimum Experience: 6 to 8 years experience in related field. May require an advanced degree.

TECHNICAL SPECIALIST IV
Conducts research, performs studies and surveys to obtain data, and analyzes problems to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires knowledge in fields defined as technical, such as electrical engineering, construction engineering, computer engineering, other engineering fields, chemistry, scientific research, and other related technical and engineering fields. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. Minimum Education: BS/BA degree (or equivalent) in appropriate specialty Minimum Experience: 8 to 10 years’ experience in related field. May require an advanced degree.

TECHNICAL SPECIALIST V
Conducts research, performs studies and surveys to obtain data, and analyzes problems to advise on or recommend
solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires knowledge in fields defined as technical, such as electrical engineering, construction engineering, computer engineering, other engineering fields, chemistry, scientific research, and other related technical and engineering fields. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

**Minimum Education:** BS/BA degree (or equivalent) in appropriate specialty

**Minimum Experience:** 10+ years experience in related field. May require an advanced degree

**TECHNICAL WRITER I**

Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. A high degree of creativity and latitude is required. Relies on limited experience and judgment to plan and accomplish goals. Works under immediate supervision. Relies on instructions and pre-established guidelines to perform the functions of the job.

**Minimum Education:** BS/BA degree (or equivalent) in a related area

**Minimum Experience:** 0 to 2 years of experience in the field or in a related area.

**TECHNICAL WRITER II**

Researches subject matter, writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document. Familiar with standard concepts, practices, and procedures within a particular field. A high degree of creativity and latitude is required. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision.

**Minimum Education:** BS/BA degree (or equivalent) in a related area

**Minimum Experience:** 2 to 4 years of experience in the field or in a related area.

**TECHNICAL WRITER III**

Researches subject matter, writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document. Familiar with standard concepts, practices, and procedures within a particular field. A high degree of creativity and latitude is required. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. May direct and lead the work of others. Typically reports to a manager or head of a unit/department.

**Minimum Education:** BS/BA degree (or equivalent) in a related area

**Minimum Experience:** 4 to 6 years of experience in the field or in a related area.

**TECHNICAL WRITER IV**

Researches subject matter, writes and edits material for reports, manuals, proposals, instructional material, catalogs, technical and outreach publications, and software and hardware documentations. Task may also include obtaining technical data from independent observation, reviews with staff members, and/or studies of published materials and existing documentation. Coordinate efforts of technical artists and illustrators in preparing reports, articles, and publications of internal and external distribution. Obtain background information on technologies, methods, and standards. Revises text and recommends changes in scope, format, and content to ensure conformance with established standards. A high degree of creativity and latitude is required. Relies on experience and judgment to plan and accomplish goals. Works under general supervision. Performs a variety of tasks. May direct and lead the work of others. Typically reports to a manager or head of a unit/department.

**Minimum Education:** BS/BA degree (or equivalent) in a related area

**Minimum Experience:** 6 to 8 years of experience in the field or in a related area.

**TECHNICAL WRITER V**

Researches subject matter, writes and edits material for reports, manuals, proposals, instructional material, catalogs, technical and outreach publications, and software and hardware documentations. Task may also include obtaining technical data from independent observation, reviews with staff members, and/or studies of published materials and
existing documentation. Coordinate efforts of technical artists and illustrators in preparing reports, articles, and publications of internal and external distribution. Obtain background information on technologies, methods, and standards. Revises text and recommends changes in scope, format, and content to ensure conformance with established standards. A high degree of creativity and latitude is required. Relies on experience and judgment to plan and accomplish goals. Works under general supervision. Performs a variety of tasks. Will very likely direct and lead the work of others. Typically reports to a manager or head of a unit/department.

**Minimum Education:** BS/BA degree (or equivalent) in a related area

**Minimum Experience:** 8 to 10 years of experience in the field or in a related area

**TELECOMMUNICATION NETWORK SPECIALIST**

Telecommunication Network Specialist Analyzes network characteristics (e.g., traffic, connect time, transmission speeds, packet sizes, and throughput) and recommends procurement, removals, and modifications to network components including voice, data, video, etc. Designs and optimizes network topologies and site configurations. Plans installations, transitions, and cutovers of network components and capabilities. Administers networks. Coordinates requirements with users and suppliers.

**Minimum Education:** BS/BA degree (or equivalent)

**Minimum Experience:** 2 to 4 years’ experience in related field.

**TELECOMMUNICATIONS SPECIALIST 1**

Telecommunications Specialist 1 Assists in providing installation and operational support of voice and data communications hardware and software systems. Participates in design, development, implementation, test, debugging, and maintaining communications systems. Complies with prescribed customer, industry and agency standards.

**Minimum Education:** AA degree (or equivalent)

**Minimum Experience:** 0 to 2 years’ experience in the field or in a related area

**TELECOMMUNICATIONS SPECIALIST 2**

Telecommunications Specialist 2 Provides installation and operational support of voice and data communications hardware and software systems. Designs, develops, implements, tests, debugs, and maintains communications systems. Performs configuration of operating system and security patches for host and distributed systems, and implements incident response procedures during incidents of a network or host security breach. Complies with prescribed customer, industry and agency standards.

**Minimum Education:** BS/BA degree (or equivalent)

**Minimum Experience:** 2 to 4 years’ experience in the field or in a related area

**TELECOMMUNICATIONS SPECIALIST 3**

Telecommunications Specialist 3 Provides installation and operational support of voice and data communications hardware and software systems. Designs, develops, implements, tests, debugs, and maintains communications systems. Performs configuration of operating system and security patches for host and distributed systems, and implements incident response procedures during incidents of a network or host security breach. May provide leadership and direction to a team of specialists for these functions. Reviews customer requirements and makes recommendations for changes to existing technical architecture. Complies with prescribed customer, industry and agency standards.

**Minimum Education:** BA degree (or equivalent)

**Minimum Experience:** 4 to 6 years’ experience in the field or in a related area

**WEB DESIGNER/DEVELOPER I**

Assists with website design and creation. Helps plan, design, develop, test, edit, maintain, and document look and flow of websites. Interviews clients to help them clarify their goals for establishing a website. Designs or supervises design of digitized images, banners, bullets, charts, image maps and other graphics to enhance appearance of site. May require knowledge of programming techniques and computer internet systems. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to
perform the functions of the job. Works under immediate supervision and guidance.
Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 0 to 2 years’ experience in related field.

WEB DESIGNER/DEVELOPER II
Assists with website design and creation. Helps plan, design, develop, test, edit, maintain, and document look and flow of websites. Interviews clients to help them clarify their goals for establishing a website. Designs or supervises design of digitized images, banners, bullets, charts, image maps and other graphics to enhance appearance of site. May require knowledge of programming techniques and computer internet systems. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision.
Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 2 to 4 years’ experience in related field.

WEB DESIGNER/DEVELOPER III
Performs website design and creation. Plans, designs, develops, tests, edits, maintains, and documents look and flow of websites. Interviews clients to help them clarify their goals for establishing a website. Designs or supervises design of digitized images, banners, bullets, charts, image maps and other graphics to enhance appearance of site. Requires knowledge of programming techniques and computer internet systems. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required. Familiar with standard concepts, practices, and procedures within a particular field. May lead or direct others.
Minimum Education: BS/BA degree in a related area (or equivalent)
Minimum Experience: 4 to 6 years of experience in the field or in a related area.

WEB DESIGNER/DEVELOPER IV
Performs website design and creation. Plans, designs, develops, tests, edits, maintains, and documents look and flow of websites. Interviews clients to help them clarify their goals for establishing a website. Designs or supervises design of digitized images, banners, bullets, charts, image maps and other graphics to enhance appearance of site. Requires knowledge of programming techniques and computer internet systems. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required. Familiar with standard concepts, practices, and procedures within a particular field. May lead or direct others.
Minimum Education: BS/BA degree in a related area (or equivalent)
Minimum Experience: 6 to 8 years of experience in the field or in a related area.

WEB DESIGNER/DEVELOPER V
Controls all technical aspects of website, including performance issues, such as speed of access, and approving site content. May also have responsibilities for site design and creation. Plans, develops, tests, edits, maintains, documents and controls content, look, and flow of websites. Applies knowledge of programming techniques and computer internet systems. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. Very likely directs and leads others. Works under general supervision. Typically reports to a manager or head of a unit/department.
Minimum Education: BS/BA degree (or equivalent)
Minimum Experience: 8 to 10 years’ experience in related field.

WEB DEVELOPER
Web developer with SQL and UI/UX skills to support the site redesign (currently utilizes .NET and SharePoint) and perform database analysis and reporting. This person will be responsible to design, develop and implement well-designed web interfaces that result in intuitive user experiences. He / She will create and implement responsive designs and build quality UI components for a highly visible public website.
Minimum Education: BA/BS or equivalent Minimum Experience: 5 years of relevant experience
WEB PROGRAMMER I
WEB PROGRAMMER I Assists with planning, designing, developing, testing, editing, maintaining, and documenting web programs. Applies knowledge of programming techniques and computer internet systems. Formulates plans outlining steps required to develop program, using structured analysis and design. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision and guidance. BS/BA degree (or equivalent) plus 0 to 2 years’ experience in related field.

WEB PROGRAMMER II
WEB PROGRAMMER II Assists with planning, designing, developing, testing, editing, maintaining, and documenting web programs. Applies knowledge of programming techniques and computer internet systems. Formulates plans outlining steps required to develop program, using structured analysis and design. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected. BS/BA degree in a related area (or equivalent), and 2 to 4 years of experience in related field.

WEB PROGRAMMER III
WEB PROGRAMMER III Plans, designs, development, tests, edits, maintains, and documents web programs. Applies knowledge of programming techniques and computer internet systems. Formulates plans outlining steps required to develop program, using structured analysis and design. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected. BS/BA degree in a related area (or equivalent), and 4 to 6 years of experience in related field.

WEB PROGRAMMER IV
WEB PROGRAMMER IV Plans, designs, development, tests, edits, maintains, and documents web programs. Applies knowledge of programming techniques and computer internet systems. Formulates plans outlining steps required to develop program, using structured analysis and design. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected. BS/BA degree in a related area (or equivalent), and 6 to 8 years of experience in related field.

WEB PROGRAMMER V
WEB PROGRAMMER V Plans, designs, development, tests, edits, maintains, and documents web programs. Applies knowledge of programming techniques and computer internet systems. Formulates plans outlining steps required to develop program, using structured analysis and design. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. Very likely directs and leads others. Works under general supervision. Typically reports to a manager or head of a unit/department. BS/BA degree (or equivalent) plus 8 to 10 years’ experience in related field.
SIN 54151HEAL LABOR CATEGORY DESCRIPTIONS

HEALTH IT SENIOR SUBJECT MATTER EXPERT
Ensures all the creation or update of supporting Health IT system documentation including but not limited to: operations manuals, user manuals, training manuals, etc. Knowledge, and expertise with Oracle applications, SAS, COBOL IT, VSAM. Maintains Health IT risk and issues logs. Drafts, reviews, and distributes communications for Health IT change management. Serves as primary POC for Health IT change management (CM) activities. Assists in providing direction and oversight in Health IT CM activities and supporting operations, including preparing bi-weekly meetings, tracking CR’s scheduling meetings and providing updates to necessary offices and individuals. Identifies and develops Health IT related business process improvements, standard operating procedures, training materials and schedules, as necessary. Provides auditing and certification support for Health IT. Develops test scripts, test results, and reports and performs system and integration testing.

Education: BS/BA degree (or equivalent)
Minimum Experience: 10 years of relevant experience

HEALTH IT SENIOR SYSTEMS PROGRAMMER
Uses SQL, PL/SQL to update and Query Health IT databases. Creates and maintains Health IT packages, procedures, and functions used within Oracle Federal Financials. Provides Operational Support within the following standard modules: AP, PO, and GL as well as providing support within the customized modules of Grants and ETravel. Responsible for Month-End as well as Year-End Health IT Processing within the Grants module. Performs analysis of accounting treatment issues and implements solutions using Oracle’s ADI software. Responsible for overseeing the testing for the new travel system, ETS2 which was developed by Concur. Responsible for analyzing R12 changes affecting AP invoices including Interest. Fluent in UNIX and writes shell scripts for Health IT command level processing. Develops Health IT user reports using Oracle’s Discoverer Reports. Performs Health IT testing of new releases using Quality Center software. Frequently performs Health IT accounting reconciliations using Microsoft Excel. Write Health IT programs in COBOL and Natural and write JCL. Write Health IT queries in SQL. Works with the user community to define/develop Health IT enhancements and maintenance requests for the system.

Education: BS/BA degree (or equivalent)
Minimum Experience: 10 years of relevant experience

HEALTH IT SYSTEMS PROGRAMMER
Expertise in gathering Health IT requirements, gap closure analysis and designing functional & technical specification documents for customizations and extensions. Manages Health IT software development and support using formal specifications, data flow diagrams, other accepted design techniques and Computer Aided Software Engineering (CASE) tools. Performs month end and year end closes successfully for Health IT Accounts Payable. Resolves errors related to Health IT treasury payment file uploads and unconfirmed payment batches. Develops a Health IT interface using SQL Loader to load PO data in a flat file to custom tables in Oracle. Provides support for E-travel interfaces. Designs/develops Health IT AP interface to process payments. Supports PO interface to create and modify existing Obligations for Loans, Tuitions, Scholarships and Stipends of HRSA. Expertise in personalizing self-service forms and Oracle forms. Expertise in Configuring Jdeveloper with DBC files, creating XML pages, Java Server pages and HTML. Expertise in configuring, development and support in Hyperion FDM and HFM modules.

Education: BS/BA degree (or equivalent)
Minimum Experience: 5 years of relevant experience

HEALTH IT TASK MANAGER
Maintains Health IT risk and issues logs. Assist in the planning, execution, and finalization of the Health IT project according to deadlines and within budget. This includes defining Health IT resources and help
coordinating the efforts of Health IT team members. Help define Health IT project scope, and deliverables that support business goals in collaboration with senior management and Health IT goals stakeholders. Help develop full-scale Health IT project plans and associated communications documents. Help communicate Health IT project expectations to team members and stakeholders in a timely and clear fashion. Assist in the estimate of Health IT resources and participants needed to achieve project goals. Delegate Health IT tasks and responsibilities to appropriate personnel. Identify and manage Health IT project dependencies and critical path. Assist in the planning and scheduling of Health IT project timelines and milestones using appropriate tools. Track Health IT project milestones and deliverables.

**Education:** BS/BA degree (or equivalent)

**Minimum Experience:** 5 years of relevant experience

### HEALTH IT PROJECT MANAGER

Provide Health IT support through mobile application development, operations, and maintenance support for four SAMHSA-owned mobile applications (MATx, Suicide Safe, Know Bulling, SAMHSA Disaster) in accordance with SAMHSA/DTM Requirements and Standards. Develop all managed user applications built within SAMHSA’s mobile platform as a service (PaaS) environment fully using MBaaS (Mobile backend as a service) to provide SAMHSA web and mobile application back end delivery services for information, push notifications, social networking, and user management and removing dependencies on a specific mobile platform. Develop external user mobile applications utilizing the technologies and processes specified in the SAMHSA Mobile Policy and Procedures (P&P) document. Maintain Health IT operations and updates for the four SAMHSA mobile apps (defined earlier), including but not limited to content updates, bug fixes, security patches, and compatibility with operating systems. Design and implement a consistent and predictable development cycle to keep Health IT apps up-to-date, optimize performance, and collect and analyze performance metrics data for evaluations. If requested by the SAMHSA PEP Contracting Officer Representative (COR), develop and maintain a new Health IT mobile application, based on requirements to be provided by SAMHSA. Development cycle will include all requirements gathering, design, development, testing, launch, and evaluation activities.

**Education:** BS/BA degree (or equivalent)

**Minimum Experience:** 8 years of relevant experience

### HEALTH IT APPLICATION ENGINEER

Provide Health IT support through mobile application development, operations, and maintenance support for four SAMHSA-owned mobile applications (MATx, Suicide Safe, Know Bulling, SAMHSA Disaster) in accordance with SAMHSA/DTM Requirements and Standards. Develop all managed user applications built within SAMHSA’s mobile platform as a service (PaaS) environment fully using MBaaS (Mobile backend as a service) to provide SAMHSA web and mobile application back end delivery services for information, push notifications, social networking, and user management and removing dependencies on a specific mobile platform. Develop external user mobile applications utilizing the technologies and processes specified in the SAMHSA Mobile Policy and Procedures (P&P) document. Maintain Health IT operations and updates for the four SAMHSA mobile apps (defined earlier), including but not limited to content updates, bug fixes, security patches, and compatibility with operating systems. Design and implement a consistent and predictable development cycle to keep Health IT apps up-to-date, optimize performance, and collect and analyze performance metrics data for evaluations. If requested by the SAMHSA PEP Contracting Officer Representative (COR), develop and maintain a new Health IT mobile application, based on requirements to be provided by SAMHSA. Development cycle will include all requirements gathering, design, development, testing, launch, and evaluation activities.

**Education:** BS/BA degree (or equivalent)

**Minimum Experience:** 2 years of relevant experience

### Experience/Education Substitutions

Education and experience may be substituted for each other. Each year of experience may be substituted for 1 year of education and vice versa. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience and education.
<table>
<thead>
<tr>
<th>Degree</th>
<th>Experience Equivalent</th>
<th>Other Equivalence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate’s Degree</td>
<td>2 years relevant experience</td>
<td>Vocational or technical training in work related field</td>
</tr>
<tr>
<td>Bachelor’s Degree</td>
<td>Associates Degree + 2 years relevant experience or 4 years relevant experience</td>
<td>Professional certification</td>
</tr>
<tr>
<td>Master’s Degree</td>
<td>Bachelor’s +2 years relevant experience, or Associate’s +4 years relevant experience</td>
<td>Professional license</td>
</tr>
<tr>
<td>Doctoral Degree</td>
<td>Master’s + 2 years relevant experience, or Bachelor’s +4 years relevant experience</td>
<td></td>
</tr>
</tbody>
</table>