AUTHORIZED MULTIPLE AWARD SCHEDULE PRICELIST

SPECIAL ITEM NUMBER 541330ENG – ENGINEERING SERVICES

SPECIAL ITEM NUMBER 54151S - 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 D310 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 (All other information services belong under Schedule 76)
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.

SPECIAL ITEM NUMBER OLM – ORDER LEVEL MATERIALS

Semper Valens Solutions, Inc.
2413 Glenn Drive
Canyon Lake, TX 78133
(P) 830-899-6870 (F) 210-547-7871
www.sempervalens.com

Contract Number: 47QTCA19D00DW
Period Covered by Contract: 6/19/19 – 6/18/2024
General Services Administration
Pricelist current through Modification #003, dated 06/09/2020.
Products and ordering information in this Multiple Award Schedule Pricelist are also available on the GSA Advantage! System (http://www.gsaadvantage.gov).
CUSTOMER INFORMATION:

1. **Awarded Special Item Number(s):**

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<th>Description</th>
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<td>Professional Information Technology Services</td>
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1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract: See page 4.

1c. Descriptions of all corresponding commercial job titles with experience, functional responsibility and education are provided beginning on page 8.

2. **Maximum Order:**
   - For SIN 541330ENG – $1,000,000
   - For SIN 54151S – $500,000
   - For SIN OLM – $250,000

3. **Minimum Order:** $100

4. **Geographic Coverage:** Worldwide

5. **Point of Production:** N/A

6. **Prices Shown Herein are Net** (discount deducted)

7. **Quantity Discount:** An additional 0.5% on order single orders in excess of $350,000

8. **Prompt Payment Terms:** Net 30

9. **Government Purchase Cards** Will accept above the micro-purchase threshold.

10. **Foreign Items:** None

11. **Time of Delivery:** Semper Valens 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:**
    Department: GSA Schedules  
    ATTN: Joel D Williams  
    2413 Glenn Drive  
    Canyon Lake, TX 78133  
    (P) 520-249-3535 (F) 210-547-7871  
    jwilliams@sempervalens.com

14. **Payment Address:**
    Finance Department  
    ATTN: Nicholas Brown  
    2413 Glenn Drive  
    Canyon Lake, TX 78133  
    (P) 570-704-6125 (F) 210-547-7871

15. **Warranty Provisions:** Contractor’s Standard Warranty

16. **Export Packing charges:** Not applicable

17. **Terms and conditions of Government Purchase Card Acceptance:** Please contact Semper Valens Solutions, Inc. for terms and conditions of Government Purchase Card acceptance.

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

20a. **Terms and conditions for any other services:** Not applicable

21. **List of service and distribution points:** Not applicable

22. **List of participating dealers:** Not applicable

23. **Preventive maintenance:** Not applicable

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

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

25. **DUNS Number:** 079284354

26. Semper Valens Solutions, Inc. is registered in the System for Award Management (SAM) database.
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<td>$166.79</td>
<td>$170.25</td>
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</table>
Labor Category Descriptions SIN 541330ENG
Engineering Services

**Budget Analyst II**

**Functional Responsibilities:** The Budget Analyst II performs a variety of budgetary functions implementing the organization’s budgetary program, policies, and procedures. Monitors and tracks billing and payments for assigned programs and verifies that billings and payments occur on a timely basis. Conduct research and analysis with minimal guidance and provide feedback to management.

**Minimum Education:** Bachelor’s

**Minimum Experience:** 3 years

**Logistician I**

**Functional Responsibilities:** The Logistician I is responsible for supporting many aspects of the requirements definition, implementation, and maintenance of automated information systems. Acts as a consultant to management and team on matters of logistics policy and procedures. Responsible for schedule development and data dictionary. Participates in functional field assistance and visits as necessary. Army Acquisition Corps Level 2 certification in Logistics, Program Management or Information Technology (IT) is highly desired OR recognized industry equivalent professional certification.

**Minimum Education:** High School

**Minimum Experience:** 1 year

**Logistician II**

**Functional Responsibilities:** The Logistician II is responsible for all aspects of the requirements definition, design, development, implementation, and maintenance of automated information systems. Advises and consults management and team on matters of logistics policy and procedures, logistics automation, integration, and interfaces. Develops criteria, methods, techniques, and procedures as it relates to the Software Development Life Cycle (SDLC). Responsible for schedule development, test criteria, functional descriptions, and data dictionary; keeps abreast of logistics literature, policy and guidance, and assesses system impact as a result of changes in policy and regulations. Conducts functional field assistance visits as necessary. Army Acquisition Corps Level 2 certification in Logistics, Program Management or IT is highly desired OR recognized industry equivalent professional certification.

**Minimum Education:** Bachelor’s

**Minimum Experience:** 3 years
**Logistician III**

**Functional Responsibilities:** The Logistician III is responsible for leading all aspects of the requirements definition, design, development, implementation, and maintenance of automated information systems. Advises and consults to management and team on matters of logistics policy and procedures, logistics automation, system architecture, integration, and interfaces. Develops criteria, methods, techniques, and procedures as it relates to the SDLC. Responsible for schedule development, test criteria, functional descriptions, data dictionary; and keeps abreast of logistics literature, policy and guidance, and assesses system impact as a result of changes in policy and regulations.

**Minimum Education:** Bachelor’s

**Minimum Experience:** 5 years

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**Logistician IV**

**Functional Responsibilities:** The Logistician IV is responsible for leading all aspects of the requirements definition, design, development, implementation, and maintenance of automated information systems. Provides expertise to management and team on matters of logistics policy and procedures, logistics automation, system architecture, integration, and interfaces. Develops criteria, methods, techniques, and procedures as it relates to the SDLC. Responsible for schedule development, test criteria, functional descriptions, data dictionary; and keeps abreast of logistics literature, policy and guidance, and assesses system impact as a result of changes in policy and regulations.

**Minimum Education:** Bachelor’s

**Minimum Experience:** 7 years

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**Program Analyst I**

**Functional Responsibilities:** The Program Analyst I contributes to numerous Program Management and Contract Management functions necessary to support administration of the contract. Functions include responsibility for the development of Task Execution Plans, travel requests, overtime requests, certificates of service, and contract status reports. Supports the administration of a purchasing system. Requires a working knowledge of company procedures as well as working knowledge of Federal Acquisition Regulations (FAR) / Defense Federal Acquisition Regulations (DFAR).

**Minimum Education:** High School

**Minimum Experience:** 1 years
Program Analyst II

Functional Responsibilities: The Program Analyst II provides supports on numerous Program Management and Contract Management functions, as necessary, to support administration of the contract. Functions include responsibility for the preparation of Task Execution Plans, budget estimates, travel requests, overtime requests, certificates of service, and contract status reports. Provides administration of a purchasing system and related policies. Must have an understanding of establishing a competitive bidding system and assuring that purchasing from vendors is at the lowest possible cost consistent with quality and delivery requirements. Requires a working knowledge of company procedures as well as working knowledge of FAR/DFAR.

Minimum Education: Bachelor’s

Minimum Experience: 3 years

Program Analyst III

Functional Responsibilities: The Program Analyst III leads several Program Management and Contract Management functions, as necessary, to support administration of the contract. Functions include responsibility for the preparation of Task Execution Plans, budget estimates, travel requests, overtime requests, certificates of service, and contract status reports. Provides administration of a purchasing system and related policies. Must have an understanding of establishing a competitive bidding system and assuring that purchasing from vendors is at the lowest possible cost consistent with quality and delivery requirements. Requires a working knowledge of company procedures as well as working knowledge of FARS/DFARs, including Cost Accounting Standards (CAS).

Minimum Education: Bachelor’s

Minimum Experience: 5 years

Program Analyst IV

Functional Responsibilities: The Program Analyst IV attends numerous Program Management and Contract Management functions, as necessary, to support administration of the contract. Functions include responsibility for the preparation of Task Execution Plans, budget estimates, travel requests, overtime requests, certificates of service, and contract status reports. Provides administration of a purchasing system and related policies. Must have an understanding of establishing a competitive bidding system and assuring that purchasing from vendors is at the lowest possible cost consistent with quality and delivery requirements. Requires a working knowledge of company procedures as well as working knowledge of the FAR/DFAR including CAS.

Minimum Education: Bachelor’s

Minimum Experience: 7 years
Training Analyst III

Functional Responsibilities: Must be knowledgeable of and experienced in the formulation and execution of organizational training programs for technical organizations. Must be experienced in the assessment of training requirements, identification, and evaluation of training alternatives; formulation of training courses; and development of requisite training materials and documentation. Must be experienced in the development and employment of a variety of training approaches including: traditional classroom, programmed learning, hands-on training using test beds and simulators, and video, audio, and computer-aided training. Must be capable of instructing personnel from prepared course material. Must be available to travel to various training locations.

Minimum Education: Bachelor’s

Minimum Experience: 5 years

Training Analyst IV

Functional Responsibilities: The Training Analyst IV monitors training utilizing real-time collaborative environment web-based technologies. Is an advocate training and readiness policy implementation for organization. Provides guidance on annual training needs and develops tracking mechanism to monitor certification requirements. Conducts research and analysis of acquisition readiness policies and programs. Coordinates actions and serves as a lead for the development and drafting of the command's annual training guidance. Ensures compliance with acquisition education and training requirements for certification.

Minimum Education: Bachelor’s

Minimum Experience: 7 years

Experience & Degree Substitution Equivalencies for all Labor Categories

Experience exceeding the minimum shown may be substituted for education. Likewise, education exceeding the minimum shown may be substituted for experience.

<table>
<thead>
<tr>
<th>Equivalent Degree</th>
<th>Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School</td>
<td>1 year of relevant experience</td>
</tr>
<tr>
<td>Associate’s</td>
<td>High School or equivalent plus 2 years relevant experience</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>Associate’s degree + 2 years relevant experience or 4 years relevant experience</td>
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<tr>
<td>Master’s</td>
<td>Bachelor’s plus 2 years relevant experience or Associate’s degree + 4 years relevant experience</td>
</tr>
<tr>
<td>PhD</td>
<td>Master’s + 2 years relevant experience, or Bachelor’s + 4 years relevant experience or Associate’s + 6 years relevant experience</td>
</tr>
</tbody>
</table>
Labor Category Descriptions  
SIN 54151S

**Computer Scientist I**

**Functional Responsibilities:** The Computer Scientist I must understand Government security policies, security related technologies, auditing tools, Transmission Control Protocol/Internet Protocol (TCP/IP), or security administration of Unix or Windows network/systems. Analyzes, develops, creates, performs, and designs security accreditation/certification documentation; policy and procedures; certification engineering analysis; vulnerability assessments; risk assessments; and test procedures for several security systems and architectures. Develops and establishes test procedures implementing security certification Tests and Evaluations (T&E) in order to document results and provide conclusions and recommendations.

**Minimum Education:** Associate's  
**Minimum Experience:** 1 year

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**Computer Scientist II**

**Functional Responsibilities:** The Computer Scientist II understands Government security policies, security related technologies, auditing tools, TCP/IP, or security administration of Unix or Windows network/systems. Analyzes, develops, creates, performs, and designs security accreditation/certification documentation; policy and procedures; certification engineering analysis; vulnerability assessments; risk assessments; test procedures for several security systems; and architectures. Develops and establishes test procedures implementing security certification T&Es in order to document results and provide conclusions and recommendations.

**Minimum Education:** Bachelor’s  
**Minimum Experience:** 3 years

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**Computer Scientist III**

**Functional Responsibilities:** The Computer Scientist III understands Government security policies, security related technologies, auditing tools, TCP/IP, or security administration of Unix or Windows network/systems. Analyzes, develops, creates, performs, and designs security accreditation/certification documentation; policy and procedures; certification engineering analysis; vulnerability assessments; risk assessments; and test procedures for several security systems and architectures. Develops and establishes test procedures implementing security certification T&Es in order to document results and provide conclusions and recommendations.

**Minimum Education:** Bachelor’s  
**Minimum Experience:** 5 years

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**Computer Scientist V**

**Functional Responsibilities:** The Computer Scientist V understands Government security policies, security related technologies, auditing tools, TCP/IP, or security administration of Unix or Windows network/systems. Analyzes, develops, creates, performs, and designs security accreditation/certification documentation; policy and procedures; certification engineering analysis; vulnerability assessments; risk assessments; and test procedures for several security systems and architectures. Develops and establishes test procedures implementing security certification T&Es in order to document results and provide conclusions and recommendations.
Minimum Education: Master’s
Minimum Experience: 9 years

**Database Administrator II**

**Functional Responsibilities:** The Database Administrator II designs, develops, and maintains software for a variety of engineering applications. Works with analysts to understand their analytic or interface requirements. Designs, develops, and tests operating systems-level software, compilers, tools, interfaces, network distribution software applications, and embedded systems software. Creates, formulates, and analyzes operational specifications software requirements.

Minimum Education: Associate’s
Minimum Experience: 3 years

**Database Administrator III**

**Functional Responsibilities:** The Database Administrator III designs, develops, and maintains software for a variety of engineering applications. Works with analysts to understand their analytic or interface requirements. Designs, develops, and tests operating systems-level software, compilers, tools, interfaces, network distribution software applications, and embedded systems software. Creates, formulates, and analyzes operational specifications software requirements.

Minimum Education: Bachelor’s
Minimum Experience: 5 years

**Database Administrator IV**

**Functional Responsibilities:** The Database Administrator IV designs, develops, and maintains software for a variety of engineering applications. Works with analysts to understand their analytic or interface requirements. Designs, develops, and tests operating systems-level software, compilers, tools, interfaces, network distribution software applications, and embedded systems software. Creates, formulates, and analyzes operational specifications software requirements.

Minimum Education: Bachelor’s
Minimum Experience: 7 years

**Field Software Engineer I**

**Functional Responsibilities:** The Field Software Engineer I performs analysis of system operations and understand the utilization of operating systems and database management systems. Comprehends fault detection, isolation, and correction of computer systems and individual peripheral devices. Performs and maintains system configuration and modifications such as: adding, removing, replacing hardware and software, shut down, backup and restore systems, and system user access control. Understands communications and communications connectivity. Supervises a team of field software service engineers and analysts. Travels for extended terms to various Inside the Continental United States (CONUS) / Outside the Continental United States (OCONUS).

Minimum Education: Associate’s
Minimum Experience: 1 year
Field Software Engineer II

**Functional Responsibilities:** The Field Software Engineer II performs analysis of system operations and understands the utilization of operating systems and database management systems. Comprehends fault detection, isolation, and correction of computer systems, and individual peripheral devices. Performs and maintains system configuration and modifications such as: adding, removing, replacing hardware and software, shut down, backup and restore systems, and system user access control. Understand communications and communications connectivity. Supervises a team of field software service engineers and analysts. Travel for extended terms to various CONUS/OCONUS.

**Minimum Education:** Associate’s

**Minimum Experience:** 3 years

Field Software Engineer III

**Functional Responsibilities:** The Field Software Engineer III performs analysis of system operations and understands the utilization of operating systems and database management systems. Comprehends fault detection, isolation, and correction of computer systems, and individual peripheral devices. Performs and maintains system configuration and modifications such as: adding, removing, replacing hardware and software, shut down, backup and restore systems, and system user access control. Understands communications and communications connectivity. Supervises a team of field software service engineers and analysts. Travels for extended terms to various CONUS/OCONUS.

**Minimum Education:** Bachelor’s

**Minimum Experience:** 5 years

Helpdesk Specialist III

**Functional Responsibilities:** The Helpdesk Specialist III understands TCP/IP, information security/authorization profiles, or system administration of Unix or Windows networks/systems. Manages, installs, and upgrades servers and solves problems with the systems. Provides essential software support for laptops, desktop computers, and printers. Configures hardware devices; tests networking software, operating system software, and computer hardware; and designs the structure of the network. Monitors and develops the system configuration, server event log and the procedures for backups of the servers.

**Minimum Education:** Associate’s

**Minimum Experience:** 5 years

Information Security Analyst II

**Functional Responsibilities:** The Information Security Analyst II understands Government and company security requirements. Obtains security clearance, controls identification cards and records, and maintains lock and key records. Verifies security questionnaires data, accurate security access level granted to individuals and contact Government agencies or other companies to follow up clearance or visit authorization requests. Arranges visit authorizations for employees and non-employees to gain access to restricted areas.

**Minimum Education:** Bachelor’s

**Minimum Experience:** 3 years
**Information Security Analyst III**

**Functional Responsibilities:** The Information Security Analyst III understands Government and company security requirements. Obtains security clearance, controls identification cards and records, and maintains lock and key records. Verifies security questionnaires, data, accurate security access levels granted to individuals and contact Government agencies or other companies to follow up clearance or visit authorization requests. Arranges visit authorizations for employees and non-employees to gain access to restricted areas.

**Minimum Education:** Bachelor’s

**Minimum Experience:** 5 years

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**Information Security Engineer II**

**Functional Responsibilities:** The Information Security Engineer II performs, monitors, tests, and troubleshoots hardware and software Information Assurance (IA) problems pertaining to the Computing Environment (CE), Network Environments (NE), and enclave environments. Master IAT Level I and Level II. Collects and analyzes data and events from Computer Network Defense (CND) tools such as intrusion detection system alerts, firewall, and network traffic logs, and host system logs. Performs audit functions for the Agent of the Certification Authority (ACA) or other government IA Manager for mitigation of risks and reporting to include report generation for certification and accreditation packages or Certification of Net worthiness efforts. Assesses and identifies the systems and networks within the NE acceptable configurations and policies.

**Minimum Education:** Associate’s

**Minimum Experience:** 3 years

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**Information Security Engineer III**

**Functional Responsibilities:** The Information Security Engineer III performs, monitors, tests, and troubleshoots hardware and software IA problems pertaining to the CE, NE, and enclave environments. Master IAT Level I and Level II. Collects and analyzes data and events from CND tools such as intrusion detection system alerts, firewall and network traffic logs, and host system logs. Performs audit functions for the ACA or other government IA Manager for mitigation of risks and reporting to include report generation for certification and accreditation packages or Certification of Net worthiness efforts. Assesses and identifies the systems and networks within the NE acceptable configurations and policies.

**Minimum Education:** Bachelor’s

**Minimum Experience:** 7 years

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**Information Security Engineer IV**

**Functional Responsibilities:** The Information Security Engineer IV performs, monitors, tests, and troubleshoots hardware and software IA problems pertaining to the CE, NE, and enclave environments. Master IAT Level I and Level II. Collects and analyzes data and events from CND tools such as intrusion detection system alerts, firewall and network traffic logs, and host system logs. Performs audit functions for the ACA or other government IA Manager for mitigation of risks and reporting to include report generation for certification and accreditation packages or Certification of Net worthiness efforts. Assesses and identifies the systems and networks within the NE acceptable configurations and policies.

**Minimum Education:** Bachelor’s

**Minimum Experience:** 10 years
**IT Field Service Analyst I**

**Functional Responsibilities:** The IT Field Service Analyst I performs routine system maintenance and computer system administrative functions. Comprehends and utilizes operating systems and database management systems. Performs analysis of system operations and understand fault detection, isolation, and correction of computer systems, and individual peripheral devices. Travels for extended terms to various CONUS/OCONUS.

**Minimum Education:** Associate’s  
**Minimum Experience:** 1 year

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**IT Field Service Analyst II**

**Functional Responsibilities:** The IT Field Service Analyst II performs routine system maintenance and computer system administrative functions. Comprehends and utilizes operating systems and database management systems. Performs analysis of system operations and understand fault detection, isolation, and correction of computer systems, and individual peripheral devices. Travels for extended terms to various CONUS/OCONUS.

**Minimum Education:** Associate’s  
**Minimum Experience:** 3 years

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**IT Field Service Analyst III**

**Functional Responsibilities:** The IT Field Service Analyst III performs routine system maintenance and computer system administrative functions. Comprehends and utilizes operating systems and database management systems. Performs analysis of system operations and understand fault detection, isolation, and correction of computer systems, and individual peripheral devices. Travels for extended terms to various CONUS/OCONUS.

**Minimum Education:** Bachelor’s  
**Minimum Experience:** 5 years

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**IT Field Service Analyst IV**

**Functional Responsibilities:** The IT Field Service Analyst IV performs routine system maintenance and computer system administrative functions. Comprehends and utilizes operating systems and database management systems. Performs analysis of system operations and understands fault detection, isolation, and correction of computer systems, and individual peripheral devices. Travels for extended terms to various CONUS/OCONUS.

**Minimum Education:** Bachelor’s  
**Minimum Experience:** 7 years

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**IT Field Service Analyst V**

**Functional Responsibilities:** The IT Field Service Analyst V performs routine system maintenance and computer system administrative functions. Comprehends and utilizes operating systems and database management systems. Performs analysis of system operations and understands fault detection, isolation, and correction of computer systems, and individual peripheral devices. Travels for extended terms to various CONUS/OCONUS.
Minimum Education: Bachelor’s
Minimum Experience: 12 years

**IT Field Service Technician I**

**Functional Responsibilities:** The IT Field Service Technician I performs analyses of system operations and understands the operations of hardware systems and components. Comprehends fault detection, isolation, and correction of hardware systems and individual components. Performs routine system maintenance and analyzes functions including: hardware configurations; adding, removing, and replacing hardware components; use of hardware and software diagnostic testing tools; reading of electronic circuit schematics; and repairing printed circuit boards.

Minimum Education: Bachelor’s
Minimum Experience: 3 years

**IT Field Service Technician II**

**Functional Responsibilities:** The IT Field Service Technician III performs analyses of system operations and understands the operations of hardware systems and components. Comprehends fault detection, isolation, and correction of hardware systems and individual components. Performs routine system maintenance and analyzes functions including: hardware configurations; adding, removing, and replacing hardware components; use of hardware and software diagnostic testing tools; reading of electronic circuit schematics; and repairing printed circuit boards.

Minimum Education: Bachelor’s
Minimum Experience: 7 years

**IT Field Service Technician III**

**Functional Responsibilities:** The IT Field Service Technician III performs analyses of system operations and understands the operations of hardware systems and components. Comprehends fault detection, isolation, and correction of hardware systems and individual components. Performs routine system maintenance and analyzes functions including: hardware configurations; adding, removing and replacing hardware components; use of hardware and software diagnostic testing tools; reading of electronic circuit schematics; and repairing printed circuit boards.

Minimum Education: Bachelor’s
Minimum Experience: 9 years

**IT Instructor I**

**Functional Responsibilities:** The Instructor I understands the formulation and execution of organizational training programs for technical organizations. Assesses, identifies, formulates, and develops training requirements, alternatives, courses, materials, and documentation. Develops training approaches including: traditional classroom, programmed learning, hands-on training using test beds and simulators, and video, audio, and computer aided training. Travels to various training locations.

Minimum Education: Bachelor’s
Minimum Experience: 3 years
IT Instructor II

**Functional Responsibilities:** The IT Instructor II understands the formulation and execution of organizational training programs for technical organizations. Assesses, identifies, formulates, and develops training requirements, alternatives, courses, materials, and documentation. Develops training approaches including: traditional classroom, programmed learning, hands-on training using test beds and simulators, and video, audio, and computer aided training. Travels to various training locations.

**Minimum Education:** Bachelor’s
**Minimum Experience:** 5 years

IT Instructor III

**Functional Responsibilities:** The IT Instructor III understands the formulation and execution of organizational training programs for technical organizations. Assesses, identifies, formulates, and develops training requirements, alternatives, courses, materials, and documentation. Develops training approaches including: traditional classroom, programmed learning, hands-on training using test beds and simulators, and video, audio, and computer aided training. Travels to various training locations.

**Minimum Education:** Bachelor’s
**Minimum Experience:** 7 years

IT Instructor IV

**Functional Responsibilities:** The Instructor IV understands the formulation and execution of organizational training programs for technical organizations. Assesses, identifies, formulates, and develops training requirements, alternatives, courses, materials, and documentation. Develops training approaches including: traditional classroom, programmed learning, hands-on training using test beds and simulators, and video, audio, and computer aided training. Travels to various training locations.

**Minimum Education:** Bachelor’s
**Minimum Experience:** 9 years

IT Operations Research Analyst II

**Functional Responsibilities:** The IT Operations Research Analyst II understands the field of software technology, software development, reuse, prototyping, telecommunications, or network engineering such that assignments in areas beyond the current state-of-the-art can be analyzed and addressed. Develops, plans, executes and monitors analyses and synthesis of technologies applicable to automation and networking requirements across battlefield functional areas. Represents the customer at meetings and conferences addressing issues on the feasibility and applications of technology to current and emerging systems. Conceptualizes and advises on the automated systems in the Battlespace as an Integrated System of Systems.

**Minimum Education:** Bachelor’s
**Minimum Experience:** 9 years

IT Operations Specialist I

**Functional Responsibilities:** The Information Technology (IT) Operations Specialist I conducts analysis and develops solutions in the application of IT. Produces and reviews technical documentation reflecting detailed knowledge of specific technical area. Recommends measures to improve methods, performance, and quality of product or service, and suggests changes to increase efficiency.
Minimum Education: Associate’s
Minimum Experience: 3 years

**IT Operations Specialist II**

**Functional Responsibilities:** The IT Operations Specialist II conducts analysis and develops solutions in the application of IT. Produces and reviews technical documentation reflecting detailed knowledge of specific technical area. Recommends measures to improve methods, performance, and quality of product or service, and suggests changes to increase efficiency.

Minimum Education: Associate’s
Minimum Experience: 5 years

**IT Operations Specialist III**

**Functional Responsibilities:** The IT Operations Specialist III conducts analysis and develops solutions in the application of IT. Produces and reviews technical documentation reflecting detailed knowledge of specific technical area. Recommends measures to improve methods, performance, and quality of product or service, and suggests changes to increase efficiency.

Minimum Education: Associate’s
Minimum Experience: 7 years

**IT Operations Specialist IV**

**Functional Responsibilities:** The IT Operations Specialist IV conducts analysis and develops solutions in the application of IT. Produces and reviews technical documentation reflecting detailed knowledge of specific technical area. Recommends measures to improve methods, performance, and quality of product or service, and suggests changes to increase efficiency.

Minimum Education: Associate’s
Minimum Experience: 9 years

**IT Operations Specialist V**

**Functional Responsibilities:** The IT Operations Specialist V conducts analysis and develops solutions in the application of IT. Produces and reviews technical documentation reflecting detailed knowledge of specific technical area. Recommends measures to improve methods, performance, and quality of product or service, and suggests changes to increase efficiency.

Minimum Education: Associate’s
Minimum Experience: 11 years

**IT Program Manager II**

**Functional Responsibilities:** The IT Program Manager II understands the field of software technology, software development, reuse, prototyping, telecommunications, or network engineering such that assignments in areas beyond the current state-of-the-art can be analyzed and addressed. Develops, plans, executes, and monitors analyses and synthesis of technologies applicable to automation and networking requirements across battlefield functional areas. Represents the customer at meetings and conferences addressing issues on the feasibility and applications of technology to current and emerging
systems. Conceptualizes and advises on the automated systems in the Battlespace as an Integrated System of Systems.

Minimum Education: Bachelor’s  
Minimum Experience: 7 years

**IT Program Manager III**

**Functional Responsibilities:** The IT Program Manager III understands the field of software technology, software development, reuse, prototyping, telecommunications or network engineering such that assignments in areas beyond the current state-of-the-art can be analyzed and addressed. Develops, plans, executes and monitors analyses and synthesis of technologies applicable to automation and networking requirements across battlefield functional areas. Represents the customer at meetings and conferences addressing issues on the feasibility and applications of technology to current and emerging systems. Conceptualizes and advises on the automated systems in the Battlespace as an Integrated System of Systems.

Minimum Education: Bachelor’s  
Minimum Experience: 9 years

**IT Program Manager IV**

**Functional Responsibilities:** The IT Program Manager IV understands the field of software technology, software development, reuse, prototyping, telecommunications or network engineering such that assignments in areas beyond the current state-of-the-art can be analyzed and addressed. Develops, plans, executes and monitors analyses and synthesis of technologies applicable to automation and networking requirements across battlefield functional areas. Represents the customer at meetings and conferences addressing issues on the feasibility and applications of technology to current and emerging systems. Conceptualizes and advises on the automated systems in the Battlespace as an Integrated System of Systems.

Minimum Education: Master’s  
Minimum Experience: 11 years

**IT Programmer II**

**Functional Responsibilities:** The IT Programmer II plans, coordinates, and directs administrative activities, program control, and technical personnel involved in providing services in fulfillment of the contract. Comprehends the complete life-cycle of the software in military systems, the Department of Defense (DOD) / Army plans, policies, standards, and methods aimed at the acquisition and support of software and computer resources for Army systems. Manages and controls schedules and cost to provide on time, within budget, performance of all aspects of the contractual effort. Provides direction and recommendations for operations and resolution of technical problems.

Minimum Education: Bachelor’s  
Minimum Experience: 7 years

**IT Project Manager II**

**Functional Responsibilities:** The IT Project Manager (PM) II plans, coordinates, and directs administrative activities, program control, and technical personnel involved in providing services in fulfillment of the contract. Comprehends the complete life-cycle of the software in military systems, the
DOD/Army plans, policies, standards, and methods aimed at the acquisition and support of software and computer resources for Army systems. Manages and controls schedules and cost to provide on time, within budget, performance of all aspects of the contractual effort. Provides direction and recommendations for operations and resolution of technical problems.

**Minimum Education:** Bachelor’s  
**Minimum Experience:** 7 years

**IT Project Manager III**

**Functional Responsibilities:** The IT Project Manager III plans, coordinates, and directs administrative activities, program control, and technical personnel involved in providing services in fulfillment of the contract. Comprehends the complete life-cycle of the software in military systems, the DOD/Army plans, policies, standards, and methods aimed at the acquisition and support of software and computer resources for Army systems. Manages and controls schedules and cost to provide on time, within budget, performance of all aspects of the contractual effort. Provides direction and recommendations for operations and resolution of technical problems.

**Minimum Education:** Bachelor’s  
**Minimum Experience:** 9 years

**IT Subject Matter Expert I**

**Functional Responsibilities:** The IT Subject Matter Expert (SME) I acts as the principal technical and scientific advisor to the Program Manager on new/emerging technologies. Comprehends the field of software technology, software development, reuse, prototyping, telecommunications or network engineering such that assignments in areas beyond the current state-of-the-art can be analyzed and addressed. Develops innovative concepts/approaches with minimal or no guidance to extend the current state-of-the-art beyond existing boundaries. Plans, executes, and monitors analyses and synthesis of technologies applicable to automation and networking requirements across battlefield functional areas. Represents the customer at meetings and conferences addressing issues on the feasibility and applications of technology to current and emerging systems. Conceptualizes the automated systems in the Battlespace as an Integrated System of Systems. Provides advice and counsel to personnel at all levels to provide for the design of an Integrated System of Systems.

**Minimum Education:** Bachelor’s  
**Minimum Experience:** 9 years

**IT Subject Matter Expert II**

**Functional Responsibilities:** The IT SME II acts as the principal technical and scientific advisor to the Program Manager on new/emerging technologies. Develops innovative concepts/approaches with minimal or no guidance to extend the current state-of-the-art beyond existing boundaries. Plans, executes, and monitors analyses and synthesis of technologies applicable to automation and networking requirements across battlefield functional areas. Represents the customer at meetings and conferences addressing issues on the feasibility and applications of technology to current and emerging systems. Conceptualizes the automated systems in the Battlespace as an Integrated System of Systems. Provides advice and counsel to personnel at all levels to provide for the design of an Integrated System of Systems.

**Minimum Education:** Bachelor’s
**Minimum Experience:** 11 years

**IT Subject Matter Expert III**

**Functional Responsibilities:** The IT SME III acts as the principal technical and scientific advisor to the Program Manager on new/emerging technologies. Develops innovative concepts/approaches with minimal or no guidance to extend the current state-of-the-art beyond existing boundaries. Plans, executes, and monitors analyses and synthesis of technologies applicable to automation and networking requirements across battlefield functional areas. Represents the customer at meetings and conferences addressing issues on the feasibility and applications of technology to current and emerging systems. Conceptualizes the automated systems in the Battlespace as an Integrated System of Systems. Provides advice and counsel to personnel at all levels to provide for the design of an Integrated System of Systems.

**Minimum Education:** Master’s

**Minimum Experience:** 15 years

**IT Training Specialist II**

**Functional Responsibilities:** The IT Training Specialist II understands the formulation and execution of organizational training programs for technical organizations. Assesses, identifies, creates, and evaluates training requirements, training alternatives, training courses, and training materials and documentation requisites. Understands the variety of training approaches including: traditional classroom, programmed learning, hands-on training using test beds and simulators, and video, audio, and computer aided training. Instructs personnel from prepared course material and travel to various training locations.

**Minimum Education:** Bachelor’s

**Minimum Experience:** 5 years

**Network Engineer I**

**Functional Responsibilities:** The Network Engineer I performs network engineering functions including: conceptualization, design, implementation, and optimization. Assesses and evaluates user needs into network changes through network reconfiguration, hardware and software acquisitions, and installation and testing. Comprehends the application of current and emerging network software and hardware technology and protocols. Solves engineering problems (or managing the solution of engineering problems) in the functional area to which assigned.

**Minimum Education:** Bachelor’s

**Minimum Experience:** 3 years

**Network Engineer II**

**Functional Responsibilities:** The Network Engineer II performs network engineering functions including: conceptualization, design, implementation, and optimization. Assesses and evaluates user needs into network changes through network reconfiguration, hardware and software acquisitions, and installation and testing. Comprehends the application of current and emerging network software and hardware technology and protocols. Solves engineering problems (or managing the solution of engineering problems) in the functional area to which assigned.

**Minimum Education:** Bachelor’s

**Minimum Experience:** 5 years
**Network Engineer III**

**Functional Responsibilities:** The Network Engineer III performs network engineering functions including: conceptualization, design, implementation, and optimization. Assesses and evaluates user needs into network changes through network reconfiguration, hardware and software acquisitions, and installation and testing. Comprehends the application of current and emerging network software and hardware technology and protocols. Solves engineering problems (or managing the solution of engineering problems) in the functional area to which assigned.

**Minimum Education:** Bachelor’s  
**Minimum Experience:** 9 years

**Security Engineer I**

**Functional Responsibilities:** The Security Engineer I develops and administers industrial security procedures for classified or proprietary materials, documentation, and equipment. Analyzes and implements federal security regulations that apply to company operations. Prepares manuals, outlining regulations and establish procedures for handling, storing, and keeping records and grant personnel and visitors access to restricted records and materials. Prepares, investigates, and conducts security education classes based on security violations and report those violations specifying preventive actions to be taken.

**Minimum Education:** Bachelor’s  
**Minimum Experience:** 5 years

**Security Engineer III**

**Functional Responsibilities:** The Security Engineer III develops and administers industrial security procedures for classified or proprietary materials, documentation, and equipment. Analyzes and implements federal security regulations that apply to company operations. Prepares manuals, outlining regulations and establish procedures for handling, storing, and keeping records and grant personnel and visitors access to restricted records and materials. Prepares, investigates, and conducts security education classes based on security violations and report those violations specifying preventive actions to be taken.

**Minimum Education:** Bachelor’s  
**Minimum Experience:** 9 years

**Software Configuration Management Specialist I**

**Functional Responsibilities:** The Software Configuration Management Specialist I writes Configuration Management (CM) Plans and audit software change procedures, software development, software testing, and software documentation to verify compliance with software CM plans and procedures. Participates in design reviews, configuration audits, and evaluations of software products to ensure proper identification, control, and status accounting of the software baseline for each system. Analyzes, prepares, and controls code management, audits, baseline identification, and software projects documents.

**Minimum Education:** Bachelor’s  
**Minimum Experience:** 2 years
**Software Configuration Management Specialist II**

**Functional Responsibilities:** The Software Configuration Management Specialist II writes CM Plans and audit software change procedures, software development, software testing, and software documentation to verify compliance with software CM plans and procedures. Participates in design reviews, configuration audits, and evaluations of software products to ensure proper identification, control, and status accounting of the software baseline for each system. Analyzes, prepares, and controls code management, audits, baseline identification, and software projects documents.

**Minimum Education:** Bachelor’s
**Minimum Experience:** 5 years

**Software Engineer I**

**Functional Responsibilities:** The Software Engineer I provides functional and empirical analysis related to the design, development, and implementation of software systems, including, but not limited to: application software, utility software, development software, and diagnostic software. Participates in the development of test strategies, devices, and systems. Solves and manages the engineer problems and its solutions in the functional area to which assigned.

**Minimum Education:** Associate’s
**Minimum Experience:** 2 years

**Software Engineer II**

**Functional Responsibilities:** The Software Engineer II provides functional and empirical analysis related to the design, development, and implementation of software systems, including, but not limited to: application software, utility software, development software, and diagnostic software. Participates in the development of test strategies, devices, and systems. Solves and manages the engineer problems and its solutions in the functional area to which assigned.

**Minimum Education:** Associate’s
**Minimum Experience:** 5 years

**Software Engineer III**

**Functional Responsibilities:** The Software Engineer III provides functional and empirical analysis related to the design, development, and implementation of software systems, including, but not limited to: application software, utility software, development software, and diagnostic software. Participates in the development of test strategies, devices, and systems. Solves and manages the engineer problems and its solutions in the functional area to which assigned.

**Minimum Education:** Bachelor’s
**Minimum Experience:** 9 years

**Software Engineer IV**

**Functional Responsibilities:** The Software Engineer IV provides functional and empirical analysis related to the design, development, and implementation of software systems, including, but not limited to: application software, utility software, development software, and diagnostic software. Participates in the development of test strategies, devices, and systems. Solves and manages the engineer problems and its solutions in the functional area to which assigned.
**Minimum Education:** Bachelor’s
**Minimum Experience:** 11 years

**Software Engineer V**

**Functional Responsibilities:** The Software Engineer V provides functional and empirical analysis related to the design, development, and implementation of software systems, including, but not limited to: application software, utility software, development software, and diagnostic software. Participates in the development of test strategies, devices, and systems. Solves and manages the engineer problems and its solutions in the functional area to which assigned.

**Minimum Education:** Master’s
**Minimum Experience:** 15 years

**Software Engineering Supervisor III**

**Functional Responsibilities:** The Software Engineering Supervisor III plans, directs, and coordinates the activity of technical personnel involved in providing life cycle software engineering support of military computer software systems. Comprehends the state-of-the-art software engineering techniques such as design languages, structure programming, configuration control, Quality Assurance (QA), top-down programming, etc. Understands, develops, and maintains technical requirements for software support, realistic work plans, schedules, and controls to establish effective software support to all computer-based systems. Reviews and evaluates the technical work performed by subordinates and be a workforce motivator.

**Minimum Education:** Bachelor’s
**Minimum Experience:** 9 years

**System Installer I**

**Functional Responsibilities:** The System Installer I constructs breadboard interface circuitry (digital, analog, and hybrid circuits), special cabling, etc. in support of system test bed/development facilities and for special system/software test fixtures. Performs above construction from preliminary sketches/design information furnished by project engineer. Comprehends digital/hybrid/analog electronics disciplines.

**Minimum Education:** Associate’s
**Minimum Experience:** 1 year

**System Installer II**

**Functional Responsibilities:** The System Installer II constructs breadboard interface circuitry (digital, analog, and hybrid circuits), special cabling, etc. in support of system test bed/development facilities and for special system/software test fixtures. Performs above construction from preliminary sketches/design information furnished by project engineer. Comprehends digital/hybrid/analog electronics disciplines.

**Minimum Education:** Associate’s
**Minimum Experience:** 3 years
**System Installer III**

**Functional Responsibilities:** The System Installer III constructs breadboard interface circuitry (digital, analog, and hybrid circuits), special cabling, etc. in support of system test bed/development facilities and for special system/software test fixtures. Performs above construction from preliminary sketches/design information furnished by project engineer. Comprehends digital/hybrid/analog electronics disciplines.

**Minimum Education:** Associate’s

**Minimum Experience:** 5 years

**Systems Administrator I**

**Functional Responsibilities:** The Systems Administrator I understands the TCP/IP, information security/authorization profiles, or system administration of Unix or Windows networks/systems. Manages and provides software support for the servers, laptops, desktop personal computers, and printers, including the configuration of the hardware devices, testing new software and designing the structure of the network. Monitors and tests the system configuration, operating system software, networking software, computer hardware, and server event log. Monitors and develops the procedures for backups of the servers.

**Minimum Education:** Associate’s

**Minimum Experience:** 3 years

**Systems Administrator II**

**Functional Responsibilities:** The Systems Administrator II understands the TCP/IP, information security/authorization profiles, or system administration of Unix or Windows networks/systems. Manages and provides software support for the servers, laptops, desktop personal computers, and printers, including the configuration of the hardware devices, testing new software, and designing the structure of the network. Monitors and tests the system configuration, operating system software, networking software, computer hardware, and server event log. Monitors and develops the procedures for backups of the servers.

**Minimum Education:** Associate’s

**Minimum Experience:** 5 years

**Systems Administrator III**

**Functional Responsibilities:** The Systems Administrator III understands the TCP/IP, information security/authorization profiles, or system administration of Unix or Windows networks/systems. Manages and provides software support for the servers, laptops, desktop personal computers, and printers, including the configuration of the hardware devices, testing new software, and designing the structure of the network. Monitors and tests the system configuration, operating system software, networking software, computer hardware, and server event log. Monitors and develops the procedures for backups of the servers.

**Minimum Education:** Bachelor’s

**Minimum Experience:** 7 years
Systems Administrator IV

Functional Responsibilities: The Systems Administrator IV understands the TCP/IP, information security/authorization profiles, or system administration of Unix or Windows networks/systems. Manages and provides software support for the servers, laptops, desktop personal computers, and printers, including the configuration of the hardware devices, testing new software, and designing the structure of the network. Monitors and tests the system configuration, operating system software, networking software, computer hardware, and server event log. Monitors and develops the procedures for backups of the servers.

Minimum Education: Bachelor’s
Minimum Experience: 9 years

Systems Analyst I

Functional Responsibilities: The Systems Analyst I interacts with system users to translate their requirements into systems, hardware, and software requirements, and design. Participates in the development of test strategies. Solves system analysis problems (or manages the solution of system analysis problems) in the functional area to which assigned.

Minimum Education: Associate’s
Minimum Experience: 2 years

Systems Analyst II

Functional Responsibilities: The Systems Analyst II interacts with system users to translate their requirements into systems, hardware, and software requirements, and design. Participates in the development of test strategies. Solves system analysis problems (or manages the solution of system analysis problems) in the functional area to which assigned.

Minimum Education: Associate’s
Minimum Experience: 5 years

Systems Analyst III

Functional Responsibilities: The Systems Analyst III interacts with system users to translate their requirements into systems, hardware, and software requirements, and design. Participates in the development of test strategies. Solves system analysis problems (or manages the solution of system analysis problems) in the functional area to which assigned.

Minimum Education: Bachelor’s
Minimum Experience: 7 years

Systems Software Engineer I

Functional Responsibilities: The Systems Software Engineer I interacts with system users to translate their requirements into systems, hardware, and software requirements, and design. Participates in the development of test strategies. Solves system analysis problems (or manages the solution of system analysis problems) in the functional area to which assigned.

Minimum Education: Associate’s
Minimum Experience: 2 years
**Systems Software Engineer II**

**Functional Responsibilities:** The Systems Software Engineer II interacts with system users to translate their requirements into systems, hardware, and software requirements, and design. Participates in the development of test strategies. Solves system analysis problems (or manages the solution of system analysis problems) in the functional area to which assigned.

**Minimum Education:** Associate’s

**Minimum Experience:** 5 years

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**Systems Software Engineer III**

**Functional Responsibilities:** The Systems Software Engineer III interacts with system users to translate their requirements into systems, hardware, and software requirements, and design. Participates in the development of test strategies. Solves system analysis problems (or manages the solution of system analysis problems) in the functional area to which assigned.

**Minimum Education:** Bachelor’s

**Minimum Experience:** 7 years

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**Systems Software Engineer IV**

**Functional Responsibilities:** The Systems Software Engineer IV interacts with system users to translate their requirements into systems, hardware, and software requirements, and design. Participates in the development of test strategies. Solves system analysis problems (or manages the solution of system analysis problems) in the functional area to which assigned.

**Minimum Education:** Bachelor’s

**Minimum Experience:** 9 years

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**Systems Software Engineer V**

**Functional Responsibilities:** The Systems Software Engineer V interacts with system users to translate their requirements into systems, hardware, and software requirements, and design. Participates in the development of test strategies. Solves system analysis problems (or manages the solution of system analysis problems) in the functional area to which assigned.

**Minimum Education:** Master’s

**Minimum Experience:** 11 years
**Experience & Degree Substitution Equivalencies for all Labor Categories**

Experience exceeding the minimum shown may be substituted for education. Likewise, education exceeding the minimum shown may be substituted for experience.

<table>
<thead>
<tr>
<th>Equivalent Degree</th>
<th>Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School</td>
<td>1 year of relevant experience</td>
</tr>
<tr>
<td>Associate’s</td>
<td>High School or equivalent plus 2 years relevant experience</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>Associate’s degree + 2 years relevant experience or 4 years relevant experience</td>
</tr>
<tr>
<td>Master’s</td>
<td>Bachelor’s plus 2 years relevant experience or Associate’s degree + 4 years relevant experience or 6 years relevant experience</td>
</tr>
<tr>
<td>PhD</td>
<td>Master’s + 2 years relevant experience, or Bachelor’s + 4 years relevant experience or Associate’s + 6 years relevant experience or 8 years relevant experience</td>
</tr>
</tbody>
</table>