



# GSA Catalog for Multiple Awards Schedule (MAS)

## General Services Administration

### Federal Supply Service

### Authorized Federal Supply Schedule Price List

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 GSA *Advantage!®* is: [GSAAdvantage.gov](http://GSAAdvantage.gov).

### Multiple Award Schedule

Federal Supply Group: Professional Services

**Contract Number:** GS-00F-0092N

**Price list Current as of Modification #PS-0067, effective December 11, 2020**

For more information on ordering from Federal Supply Schedules go to the GSA Schedules page at [GSA.gov](http://GSA.gov).

**Contract Period:** 09/30/2003 - 02/05/2023

**Contractor:** Navarro Research and Engineering, Inc.  
1020 Commerce Park Drive, Ste 4  
Oak Ridge, TN 37830

**Telephone:** (865) 220-9650

**FAX Number:** (865) 220-9651

**Web Site:** [www.navarro-inc.com](http://www.navarro-inc.com)

**E-mail:** [navarro@navarro-inc.com](mailto:navarro@navarro-inc.com)

**Contract Administration:** Susana Navarro-Valenti

**Business Size:** Small, Disadvantaged, Woman-Owned Business

Prices Shown Herein are Net (discount deducted)

## **CUSTOMER INFORMATION:**

- 1a. Table of Awarded Special Item Number(s):** 541330ENG, 541420, 541380, 541611, 541620, 541715, 611430, 611512, 562910REM, ANCILLARY and OLM
- 1b. Lowest Priced Service for each SIN:** Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply. (See Attachment A)

SIN	SERVICE	PRICE
541330ENG, 541420, and 541380	Administrative Assistant	\$35.70/hour
541620, 611430, 562910REM, ANCILLARY	Administrative Assistant	\$35.70/hour
541611 and 611430	Administrator I	\$29.37/hour

- 1c. Hourly Rates:** If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not applicable" for this item. Labor Categories, Awarded Prices, and Descriptions (See Attachment A)
- 2. Maximum Order:** The table below shows the maximum order value by SIN. *(Please contact the contractor for orders over the values listed below.)*

SIN	TITLE	MAXIMUM ORDER
541330ENG	Engineering Services	\$1,000,000
541420	Engineering System Design and Integration Services	\$1,000,000
541380	Testing Laboratories	250,000
541611	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Management Services	\$1,000,000
541620	Environmental Consulting Services	\$1,000,000
611430	Professional and Management Development Training	\$1,000,000
562910REM	Environmental Remediation Services	\$1,000,000
541715	Engineering Research and Development and Strategic Planning	\$1,000,000
611512	Flight Training	\$1,000,000
OLM	Order Level Materials	\$250,000
ANCILLARY	Ancillary Supplies and Service	\$250,000

3. **Minimum Order:** \$100.00
4. **Geographic Coverage (delivery Area):** Domestic Only.
5. **Point(s) of production:** Not Applicable to these Services.
6. **Discount from list prices or statement of net price:** Government net prices (discounts already deducted). See Attachment A.
7. **Quantity discounts:** 0.5% for order of \$500,000 to \$1 million; 1.0% for orders over \$1 million
8. **Prompt payment terms:** Net 30 days. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.
9. **Foreign items (list items by country of origin):** None
- 10a. **Time of Delivery:** Specified on the Task Order
- 10b. **Expedited Delivery:** Items available for expedited delivery are noted in this price list.
- 10c. **Overnight and 2-day delivery:** Items available for expedited delivery are noted in this price list. Customers may contact the Contracts Administrator for overnight and 2-day delivery.
- 10d. **Urgent Requirements:** Clause I-FSS-140B of the contract applies. Agencies can contact Navarro to possibly affect a faster delivery.
11. **F.O. B Point(s):** Destination
- 12a. **Ordering Address:**  
Navarro Research and Engineering, Inc.  
Commerce Park Drive, Ste 4  
Oak Ridge, TN 37830
- 12b. **Ordering procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.
13. **Payment address:**  
Navarro Research and Engineering, Inc.  
1020 Commerce Park Drive, Ste 4  
Oak Ridge, TN 37830
14. **Warranty provision:** Standard Commercial Warranty Terms & Conditions
15. **Export Packing Charges (if applicable):** N/A
16. **Terms and conditions of rental, maintenance, and repair:** N/A
17. **Terms and conditions of installation:** N/A
- 18a. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A
- 18b. **Terms and conditions for any other services (if applicable):** N/A

19. **List of service and distribution points (if applicable):** N/A
20. **List of participating dealers (if applicable):** N/A
21. **Preventive maintenance (if applicable):** N/A
- 22a. **Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants):** N/A
- 22b. **Section 508 compliance** is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor's website or other location.) The EIT standards can be found at: [www.Section508.gov/](http://www.Section508.gov/). N/A
23. **Data Universal Numbering System (DUNS) number:** 00-5929810
24. **Notification regarding registration in System for Award Management (SAM) database:** Registered

**ATTACHMENT A  
PRICE LISTS**

SIN 541611, 611430	SIN 41620, 611430, 562910REM and ANCILLARY	SIN 41330ENG, 541420, and 541380	Labor Category	Option Period Three Year 1	Option Period Three Year 2	Option Period Three Year 3	Option Period Three Year 4	Option Period Three Year 5
541611, 611430	541620, 611430, 562910REM and ANCILLARY		Administrative Assistant **	\$ 35.70	\$ 36.42	\$ 37.14	\$ 37.89	\$ 38.65
		541330ENG, 541420, and 541380	Administrative Assistant I **	\$ 32.61	\$ 33.27	\$ 33.93	\$ 34.61	\$ 35.30
		541330ENG, 541420, and 541380	Administrative Assistant II **	\$ 42.17	\$ 43.01	\$ 43.87	\$ 44.75	\$ 45.64
		541330ENG, 541420, and 541380	Administrative Assistant III **	\$ 50.78	\$ 51.80	\$ 52.83	\$ 53.89	\$ 54.97
		541330ENG, 541420, and 541380	Administrative Assistant IV **	\$ 60.26	\$ 61.47	\$ 62.70	\$ 63.95	\$ 65.23
		541330ENG, 541420, and 541380	Administrator I **	\$ 29.37	\$ 29.96	\$ 30.56	\$ 31.17	\$ 31.79
		541330ENG, 541420, and 541380	Administrator II **	\$ 41.74	\$ 42.58	\$ 43.43	\$ 44.30	\$ 45.18
		541330ENG, 541420, and 541380	Administrator III **	\$ 53.61	\$ 54.68	\$ 55.77	\$ 56.89	\$ 58.03
		541330ENG, 541420, and 541380	Architect I	\$ 66.15	\$ 67.47	\$ 68.82	\$ 70.19	\$ 71.60
		541330ENG, 541420, and 541380	Architect II	\$ 84.08	\$ 85.77	\$ 87.48	\$ 89.23	\$ 91.02
		541330ENG, 541420, and 541380	Architect III	\$ 91.00	\$ 92.82	\$ 94.68	\$ 96.57	\$ 98.50
		541330ENG, 541420, and 541380	Architect IV	\$ 93.72	\$ 95.60	\$ 97.51	\$ 99.46	\$ 101.45
		541330ENG, 541420, and 541380	Senior Architect I	\$ 102.31	\$ 104.36	\$ 106.45	\$ 108.58	\$ 110.75
		541330ENG, 541420, and 541380	Senior Architect II	\$ 131.79	\$ 134.43	\$ 137.12	\$ 139.86	\$ 142.66
		541330ENG, 541420, and 541380	Senior Architect III	\$ 157.90	\$ 161.06	\$ 164.28	\$ 167.57	\$ 170.92
		541330ENG, 541420, and 541380	Civil Engineer I	\$ 57.20	\$ 58.35	\$ 59.51	\$ 60.70	\$ 61.92
		541330ENG, 541420, and 541380	Civil Engineer II	\$ 89.49	\$ 91.28	\$ 93.11	\$ 94.97	\$ 96.87
		541330ENG, 541420, and 541380	Civil Engineer III	\$ 143.88	\$ 146.75	\$ 149.69	\$ 152.68	\$ 155.74
		541330ENG, 541420, and 541380	Communications Engineer I	\$ 66.63	\$ 67.96	\$ 69.32	\$ 70.70	\$ 72.12
		541330ENG, 541420, and 541380	Communications Engineer II	\$ 93.51	\$ 95.38	\$ 97.29	\$ 99.23	\$ 101.22
		541330ENG, 541420, and 541380	Communications Engineer III	\$ 157.90	\$ 161.06	\$ 164.28	\$ 167.57	\$ 170.92
541611, 611430			Computing Technician I	\$ 48.48	\$ 49.45	\$ 50.44	\$ 51.45	\$ 52.48
541611, 611430	541620, 611430, 562910REM and ANCILLARY		Computing Technician II	\$ 57.46	\$ 58.61	\$ 59.78	\$ 60.98	\$ 62.20
541611, 611430	541620, 611430, 562910REM and ANCILLARY		Computing Technician III	\$ 77.01	\$ 78.55	\$ 80.12	\$ 81.72	\$ 83.35
		541330ENG, 541420, and 541380	Design Manager	\$ 155.13	\$ 158.24	\$ 161.40	\$ 164.63	\$ 167.92
		541330ENG, 541420, and 541380	Design/Drafter Technician I **	\$ 45.19	\$ 46.10	\$ 47.02	\$ 47.96	\$ 48.92
		541330ENG, 541420, and 541380	Design/Drafter Technician II **	\$ 48.96	\$ 49.94	\$ 50.94	\$ 51.96	\$ 53.00
		541330ENG, 541420, and 541380	Design/Drafter Technician III **	\$ 63.13	\$ 64.39	\$ 65.68	\$ 66.99	\$ 68.33
		541330ENG, 541420, and 541380	Design/Drafter Technician IV **	\$ 79.96	\$ 81.56	\$ 83.19	\$ 84.86	\$ 86.56
		541330ENG, 541420, and 541380	Design/Drafter Technician V **	\$ 97.17	\$ 99.12	\$ 101.10	\$ 103.12	\$ 105.18
		541330ENG, 541420, and 541380	Electrical Engineer I	\$ 66.63	\$ 67.96	\$ 69.32	\$ 70.70	\$ 72.12
		541330ENG, 541420, and 541380	Electrical Engineer II	\$ 109.79	\$ 111.99	\$ 114.23	\$ 116.51	\$ 118.84
		541330ENG, 541420, and 541380	Electrical Engineer III	\$ 157.91	\$ 161.06	\$ 164.28	\$ 167.57	\$ 170.92
		541330ENG, 541420, and 541380	Engineer I	\$ 60.34	\$ 61.54	\$ 62.77	\$ 64.03	\$ 65.31
541611, 611430			Engineer I	\$ 51.30	\$ 52.33	\$ 53.37	\$ 54.44	\$ 55.53
		541330ENG, 541420, and 541380	Engineer II	\$ 78.38	\$ 79.95	\$ 81.54	\$ 83.18	\$ 84.84
541611, 611430			Engineer II	\$ 61.54	\$ 62.77	\$ 64.03	\$ 65.31	\$ 66.61
		541330ENG, 541420, and 541380	Engineer III	\$ 104.77	\$ 106.87	\$ 109.01	\$ 111.19	\$ 113.41
		541330ENG, 541420, and 541380	Engineer Manager I	\$ 116.37	\$ 118.69	\$ 121.07	\$ 123.49	\$ 125.96
		541330ENG, 541420, and 541380	Engineer Manager II	\$ 159.41	\$ 162.60	\$ 165.85	\$ 169.16	\$ 172.55
		541330ENG, 541420, and 541380	Engineer Technologist I **	\$ 48.96	\$ 49.94	\$ 50.94	\$ 51.96	\$ 53.00
		541330ENG, 541420, and 541380	Engineer Technologist II **	\$ 63.13	\$ 64.39	\$ 65.68	\$ 66.99	\$ 68.33

SIN 541611, 611430	SIN 41620, 611430, 562910REM and ANCILLARY	SIN 41330ENG, 541420, and 541380	Labor Category	Option Period Three Year 1	Option Period Three Year 2	Option Period Three Year 3	Option Period Three Year 4	Option Period Three Year 5
		541330ENG, 541420, and 541380	Engineer Technologist III **	\$ 103.41	\$ 105.48	\$ 107.59	\$ 109.74	\$ 111.94
		541330ENG, 541420, and 541380	ES&HQ Engineer I	\$ 54.32	\$ 55.41	\$ 56.52	\$ 57.65	\$ 58.80
		541330ENG, 541420, and 541380	ES&HQ Engineer II	\$ 71.49	\$ 72.92	\$ 74.38	\$ 75.86	\$ 77.38
		541330ENG, 541420, and 541380	ES&HQ Engineer III	\$ 103.67	\$ 105.75	\$ 107.86	\$ 110.02	\$ 112.22
		541330ENG, 541420, and 541380	ES&HQ Engineer IV	\$ 126.58	\$ 129.11	\$ 131.70	\$ 134.33	\$ 137.02
		541330ENG, 541420, and 541380	Estimator I	\$ 100.41	\$ 102.42	\$ 104.47	\$ 106.56	\$ 108.69
		541330ENG, 541420, and 541380	Estimator II	\$ 147.28	\$ 150.23	\$ 153.23	\$ 156.30	\$ 159.42
		541330ENG, 541420, and 541380	Fire Protection Engineer I	\$ 98.27	\$ 100.24	\$ 102.24	\$ 104.29	\$ 106.38
		541330ENG, 541420, and 541380	Fire Protection Engineer II	\$ 141.55	\$ 144.38	\$ 147.26	\$ 150.21	\$ 153.21
		541330ENG, 541420, and 541380	179.2 Fire Protection Engineer III	\$ 171.15	\$ 174.58	\$ 178.07	\$ 181.63	\$ 185.26
		541330ENG, 541420, and 541380	Fire Protection Engineer IV	\$ 184.17	\$ 187.85	\$ 191.61	\$ 195.44	\$ 199.35
	541620, 611430, 562910REM and ANCILLARY		Fire Protection Engineer - Level 10	\$ 226.95	\$ 231.49	\$ 236.12	\$ 240.84	\$ 245.66
	541620, 611430, 562910REM and ANCILLARY		Fire Protection Engineer - Level 9	\$ 178.92	\$ 182.50	\$ 186.15	\$ 189.88	\$ 193.67
	541620, 611430, 562910REM and ANCILLARY		Functional Subject Matter Expert	\$ 172.22	\$ 175.67	\$ 179.18	\$ 182.76	\$ 186.42
		541330ENG, 541420, and 541380	Graphical Support Specialist I	\$ 36.97	\$ 37.71	\$ 38.47	\$ 39.23	\$ 40.02
		541330ENG, 541420, and 541380	Graphical Support Specialist II	\$ 53.61	\$ 54.68	\$ 55.77	\$ 56.89	\$ 58.03
		541330ENG, 541420, and 541380	Graphical Support Specialist III	\$ 81.87	\$ 83.50	\$ 85.17	\$ 86.88	\$ 88.62
541611, 611430			Graphics Specialist	\$ 63.35	\$ 64.61	\$ 65.91	\$ 67.23	\$ 68.57
		541330ENG, 541420, and 541380	Material Control Specialist I	\$ 75.31	\$ 76.81	\$ 78.35	\$ 79.92	\$ 81.51
		541330ENG, 541420, and 541380	Material Control Specialist II	\$ 99.13	\$ 101.12	\$ 103.14	\$ 105.20	\$ 107.30
		541330ENG, 541420, and 541380	Material Control Specialist III	\$ 121.82	\$ 124.26	\$ 126.75	\$ 129.28	\$ 131.87
		541330ENG, 541420, and 541380	Mechanical Engineer I	\$ 68.23	\$ 69.59	\$ 70.99	\$ 72.41	\$ 73.85
		541330ENG, 541420, and 541380	Mechanical Engineer II	\$ 93.51	\$ 95.38	\$ 97.29	\$ 99.23	\$ 101.22
		541330ENG, 541420, and 541380	Mechanical Engineer III	\$ 143.88	\$ 146.76	\$ 149.69	\$ 152.69	\$ 155.74
541611, 611430			Nuclear Safety Specialist I	\$ 101.01	\$ 103.03	\$ 105.09	\$ 107.19	\$ 109.34
541611, 611430	541620, 611430, 562910REM and ANCILLARY		Nuclear Safety Specialist II	\$ 122.20	\$ 124.65	\$ 127.14	\$ 129.68	\$ 132.28
541611, 611430	541620, 611430, 562910REM and ANCILLARY		Nuclear Safety Specialist III	\$ 135.29	\$ 137.99	\$ 140.75	\$ 143.57	\$ 146.44
541611, 611430			Nuclear Safety Specialist IV	\$ 192.95	\$ 196.81	\$ 200.75	\$ 204.76	\$ 208.86
		541330ENG, 541420, and 541380	Professional Staff Assistant I	\$ 42.67	\$ 43.53	\$ 44.40	\$ 45.29	\$ 46.19
		541330ENG, 541420, and 541380	Professional Staff Assistant II	\$ 56.28	\$ 57.41	\$ 58.56	\$ 59.73	\$ 60.92
		541330ENG, 541420, and 541380	Professional Staff Assistant III	\$ 72.33	\$ 73.78	\$ 75.25	\$ 76.76	\$ 78.29
		541330ENG, 541420, and 541380	Professional Staff Assistant IV	\$ 110.26	\$ 112.47	\$ 114.72	\$ 117.01	\$ 119.35
541611, 611430	541620, 611430, 562910REM and ANCILLARY		Program Manager I	\$ 120.54	\$ 122.95	\$ 125.41	\$ 127.92	\$ 130.48
541611, 611430	541620, 611430, 562910REM and ANCILLARY		Program Manager II	\$ 128.90	\$ 131.48	\$ 134.11	\$ 136.79	\$ 139.53
541611, 611430	541620, 611430, 562910REM and ANCILLARY		Program Manager III	\$ 166.77	\$ 170.10	\$ 173.50	\$ 176.97	\$ 180.51
541611, 611430			Project Controls Engineer I	\$ 57.54	\$ 58.69	\$ 59.86	\$ 61.06	\$ 62.28
541611, 611430			Project Controls Engineer II	\$ 105.72	\$ 107.83	\$ 109.99	\$ 112.19	\$ 114.43
		541330ENG, 541420, and 541380	Project Controls I	\$ 71.73	\$ 73.17	\$ 74.63	\$ 76.12	\$ 77.65
		541330ENG, 541420, and 541380	Project Controls II	\$ 81.18	\$ 82.80	\$ 84.46	\$ 86.15	\$ 87.87
		541330ENG, 541420, and 541380	Project Controls III	\$ 116.34	\$ 118.66	\$ 121.04	\$ 123.46	\$ 125.93
		541330ENG, 541420, and 541380	Project Controls IV	\$ 144.32	\$ 147.21	\$ 150.15	\$ 153.15	\$ 156.22

SIN 541611, 611430	SIN 41620, 611430, 562910REM and ANCILLARY	SIN 41330ENG, 541420, and 541380	Labor Category	Option Period Three Year 1	Option Period Three Year 2	Option Period Three Year 3	Option Period Three Year 4	Option Period Three Year 5
541611, 611430	541620, 611430, 562910REM and ANCILLARY		Project Engineer I	\$ 94.05	\$ 95.93	\$ 97.85	\$ 99.81	\$ 101.80
		541330ENG, 541420, and 541380	Project Engineer I	\$ 93.73	\$ 95.60	\$ 97.51	\$ 99.46	\$ 101.45
541611, 611430	541620, 611430, 562910REM and ANCILLARY		Project Engineer II	\$ 125.43	\$ 127.94	\$ 130.50	\$ 133.11	\$ 135.77
		541330ENG, 541420, and 541380	Project Engineer II	\$ 125.43	\$ 127.94	\$ 130.50	\$ 133.11	\$ 135.77
		541330ENG, 541420, and 541380	Project Engineer III	\$ 203.78	\$ 207.86	\$ 212.01	\$ 216.26	\$ 220.58
		541330ENG, 541420, and 541380	Junior Project Manager I	\$ 76.02	\$ 77.54	\$ 79.09	\$ 80.67	\$ 82.29
		541330ENG, 541420, and 541380	Junior Project Manager II	\$ 112.40	\$ 114.65	\$ 116.94	\$ 119.28	\$ 121.67
		541330ENG, 541420, and 541380	Junior Project Manager III	\$ 115.46	\$ 117.77	\$ 120.13	\$ 122.53	\$ 124.98
		541330ENG, 541420, and 541380	Project Manager I	\$ 145.60	\$ 148.51	\$ 151.48	\$ 154.51	\$ 157.60
		541330ENG, 541420, and 541380	Project Manager II	\$ 148.21	\$ 151.17	\$ 154.19	\$ 157.28	\$ 160.42
		541330ENG, 541420, and 541380	Project Manager III	\$ 169.49	\$ 172.88	\$ 176.34	\$ 179.86	\$ 183.46
541611, 611430	541620, 611430, 562910REM and ANCILLARY		Program/Project Manager I	\$ 120.54	\$ 122.95	\$ 125.41	\$ 127.92	\$ 130.48
541611, 611430	541620, 611430, 562910REM and ANCILLARY		Program/Project Manager II	\$ 128.91	\$ 131.48	\$ 134.11	\$ 136.80	\$ 139.53
541611, 611430	541620, 611430, 562910REM and ANCILLARY		Program/Project Manager III	\$ 166.77	\$ 170.10	\$ 173.50	\$ 176.97	\$ 180.51
		541330ENG, 541420, and 541380	Senior Project Manager I	\$ 172.53	\$ 175.98	\$ 179.50	\$ 183.09	\$ 186.75
		541330ENG, 541420, and 541380	Senior Project Manager II	\$ 203.78	\$ 207.86	\$ 212.01	\$ 216.26	\$ 220.58
		541330ENG, 541420, and 541380	Senior Project Manager III	\$ 222.18	\$ 226.62	\$ 231.16	\$ 235.78	\$ 240.49
		541330ENG, 541420, and 541380	Senior Project Manager IV	\$ 256.39	\$ 261.52	\$ 266.75	\$ 272.09	\$ 277.53
		541330ENG, 541420, and 541380	Project Planner I	\$ 115.46	\$ 117.77	\$ 120.13	\$ 122.53	\$ 124.98
		541330ENG, 541420, and 541380	Project Planner II	\$ 140.60	\$ 143.41	\$ 146.28	\$ 149.21	\$ 152.19
		541330ENG, 541420, and 541380	Project Planner III	\$ 203.78	\$ 207.86	\$ 212.01	\$ 216.26	\$ 220.58
541611, 611430			Project QA Engineer	\$ 95.10	\$ 97.01	\$ 98.95	\$ 100.93	\$ 102.94
		541330ENG, 541420, and 541380	Project Specialist I	\$ 57.12	\$ 58.26	\$ 59.43	\$ 60.62	\$ 61.83
		541330ENG, 541420, and 541380	Project Specialist II	\$ 59.42	\$ 60.61	\$ 61.82	\$ 63.06	\$ 64.32
		541330ENG, 541420, and 541380	Quality Manager	\$ 130.85	\$ 133.47	\$ 136.14	\$ 138.86	\$ 141.64
541611, 611430			Quality Specialist I	\$ 56.65	\$ 57.78	\$ 58.94	\$ 60.12	\$ 61.32
541611, 611430	541620, 611430, 562910REM and ANCILLARY		Quality Specialist II	\$ 75.29	\$ 76.79	\$ 78.33	\$ 79.89	\$ 81.49
541611, 611430	541620, 611430, 562910REM and ANCILLARY		Quality Specialist III	\$ 95.96	\$ 97.88	\$ 99.83	\$ 101.83	\$ 103.87
541611, 611430	541620, 611430, 562910REM and ANCILLARY		Sr. Quality Specialist I	\$ 94.76	\$ 96.66	\$ 98.59	\$ 100.56	\$ 102.57
541611, 611430	541620, 611430, 562910REM and ANCILLARY		Sr. Quality Specialist II	\$ 99.17	\$ 101.16	\$ 103.18	\$ 105.24	\$ 107.35
541611, 611430	541620, 611430, 562910REM and ANCILLARY		Sr. Quality Specialist III	\$ 112.36	\$ 114.61	\$ 116.90	\$ 119.24	\$ 121.62
		541330ENG, 541420, and 541380	Safety Analysis/AB	\$ 171.15	\$ 174.58	\$ 178.07	\$ 181.63	\$ 185.26
541611, 611430	541620, 611430, 562910REM and ANCILLARY		Safety Representative	\$ 60.65	\$ 61.86	\$ 63.10	\$ 64.36	\$ 65.64
541611, 611430			Senior Safety Representative	\$ 88.21	\$ 89.97	\$ 91.77	\$ 93.61	\$ 95.48
	541620, 611430, 562910REM and ANCILLARY		Scientist I	\$ 90.14	\$ 91.94	\$ 93.78	\$ 95.66	\$ 97.57
	541620, 611430, 562910REM and ANCILLARY		Scientist II	\$ 109.63	\$ 111.82	\$ 114.05	\$ 116.34	\$ 118.66
	541620, 611430, 562910REM and ANCILLARY		Sr. Scientist	\$ 147.83	\$ 150.78	\$ 153.80	\$ 156.87	\$ 160.01
541611, 611430			Senior Engineer	\$ 63.99	\$ 65.26	\$ 66.57	\$ 67.90	\$ 69.26
541611, 611430			Senior Program Executive	\$ 298.21	\$ 304.17	\$ 310.26	\$ 316.46	\$ 322.79

SIN 541611, 611430	SIN 41620, 611430, 562910REM and ANCILLARY	SIN 41330ENG, 541420, and 541380	Labor Category	Option Period Three Year 1	Option Period Three Year 2	Option Period Three Year 3	Option Period Three Year 4	Option Period Three Year 5
541611, 611430	541620, 611430, 562910REM and ANCILLARY		Senior Project Engineer	\$ 147.83	\$ 150.78	\$ 153.80	\$ 156.87	\$ 160.01
541611, 611430	541620, 611430, 562910REM and ANCILLARY		Senior QA Engineer	\$ 82.24	\$ 83.88	\$ 85.56	\$ 87.27	\$ 89.02
541611, 611430	541620, 611430, 562910REM and ANCILLARY		Senior Systems Analyst I	\$ 69.80	\$ 71.20	\$ 72.62	\$ 74.07	\$ 75.56
541611, 611430	541620, 611430, 562910REM and ANCILLARY		Senior Systems Analyst II	\$ 78.50	\$ 80.07	\$ 81.67	\$ 83.30	\$ 84.97
541611, 611430	541620, 611430, 562910REM and ANCILLARY		Senior Systems Analyst III	\$ 105.40	\$ 107.51	\$ 109.66	\$ 111.85	\$ 114.09
		541330ENG, 541420, and 541380	Specialized Engineer I	\$ 91.13	\$ 92.95	\$ 94.81	\$ 96.70	\$ 98.64
		541330ENG, 541420, and 541380	Specialized Engineer II	\$ 126.77	\$ 129.30	\$ 131.89	\$ 134.53	\$ 137.22
		541330ENG, 541420, and 541380	Specialized Engineer III	\$ 148.48	\$ 151.45	\$ 154.48	\$ 157.57	\$ 160.72
		541330ENG, 541420, and 541380	Specialized Engineer IV	\$ 171.36	\$ 174.79	\$ 178.28	\$ 181.85	\$ 185.49
		541330ENG, 541420, and 541380	Specialized Engineer V	\$ 180.43	\$ 184.04	\$ 187.72	\$ 191.48	\$ 195.31
		541330ENG, 541420, and 541380	Structural Engineer I	\$ 68.23	\$ 69.59	\$ 70.99	\$ 72.41	\$ 73.85
		541330ENG, 541420, and 541380	Structural Engineer II	\$ 93.51	\$ 95.38	\$ 97.29	\$ 99.23	\$ 101.22
		541330ENG, 541420, and 541380	Structural Engineer III	\$ 139.09	\$ 141.87	\$ 144.71	\$ 147.60	\$ 150.56
	541620, 611430, 562910REM and ANCILLARY		Technical Subject Matter Expert	\$ 171.54	\$ 174.98	\$ 178.48	\$ 182.04	\$ 185.69
		541330ENG, 541420, and 541380	Technical Work Manager I	\$ 72.62	\$ 74.08	\$ 75.56	\$ 77.07	\$ 78.61
		541330ENG, 541420, and 541380	Technical Work Manager II	\$ 94.10	\$ 95.98	\$ 97.90	\$ 99.86	\$ 101.86
		541330ENG, 541420, and 541380	Technical Writer I	\$ 52.47	\$ 53.51	\$ 54.59	\$ 55.68	\$ 56.79
		541330ENG, 541420, and 541380	Technical Writer II	\$ 74.09	\$ 75.57	\$ 77.08	\$ 78.62	\$ 80.19
		541330ENG, 541420, and 541380	Technical Writer III	\$ 90.19	\$ 92.00	\$ 93.84	\$ 95.71	\$ 97.63
	541620, 611430, 562910REM and ANCILLARY		Technical Writer/Editor	\$ 56.33	\$ 57.46	\$ 58.61	\$ 59.78	\$ 60.98
541611, 611430	541620, 611430, 562910REM and ANCILLARY		Technician I **	\$ 40.50	\$ 41.31	\$ 42.14	\$ 42.98	\$ 43.84
541611, 611430	541620, 611430, 562910REM and ANCILLARY		Technician II **	\$ 50.77	\$ 51.78	\$ 52.82	\$ 53.88	\$ 54.95

## **LABOR DESCRIPTIONS:**

<b>Labor Category</b>	<b>Position Description</b>
<b>Administrative Assistant</b>	<p><b>GENERAL SUMMARY</b></p> <p>Performs specific, non-technical administrative support assignments such as program/project administration, clerical, document control, information reproduction, business logistics and training support, generally as a member of an administrative support team.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Supports meetings through scheduling, keeping minutes, etc.</li> <li>2. Creates and maintains project files</li> <li>3. Generates and maintains project correspondence</li> <li>4. May perform other activities as assigned</li> </ol> <p>Requires an associate degree in business, computer science, graphics art, or related scientific field, or equivalent, plus 3 years relevant experience</p>
<b>Administrative Assistant I</b>	<p><b>GENERAL SUMMARY</b></p> <p>Performs specific, non-technical administrative project support activities such as program administration support, clerical, document control, information reproduction, business logistics and training support, generally as a member of the project support team.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <p>Provides project administrative support for a wide variety of generalized project-related activities. Specific duties may include: tracking and conveying messages; generating internal and external project correspondence; maintaining electronic and hardcopy project files; coordinating project related calendars, schedules, meeting logistics, and travel arrangements; ordering project supplies; and serving as a resource for staff regarding project specific administrative policies and procedures.</p> <p>Requires High School Diploma or G.E.D., plus 0 years experience.</p>
<b>Administrative Assistant II</b>	<p><b>GENERAL SUMMARY</b></p> <p>Performs common administrative and project-related functions and activities, while requiring basic problem solving and occasional deviation from routine practice.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <p>Same as Administrative Assistant I</p>

Labor Category	Position Description
	Requires High School Diploma or G.E.D., plus 5 years experience.
<b>Administrative Assistant III</b>	<p><b>GENERAL SUMMARY</b>  Performs a wide range of administrative and project-related functions and activities requiring judgment in resolving issues/making recommendations.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b>  Same as Administrative Assistant II</p> <p>Requires High School Diploma or G.E.D., plus 8 years experience.</p>
<b>Administrative Assistant IV</b>	<p><b>GENERAL SUMMARY</b>  Performs complex administrative and office-related functions and activities requiring considerable judgment, high degree of initiative, and independent action.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b>  Same as Administrative Assistant III</p> <p>Requires High School Diploma or G.E.D., plus 12 years experience, or an undergraduate degree and 6 years of experience.</p>
<b>Administrator I</b>	<p><b>GENERAL SUMMARY</b>  Preparing, planning, organizing, controlling, administering activities associated with the day-to-day business goals of the organization, project or task. Involves aspects such as correspondence control; organization and maintenance of documents, records, and files; preparing reports, correspondence, and agendas; and assisting others to accomplish tasks.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Analyzes incoming correspondence, logs correspondence and composes correspondence.</li> <li>2. Coordinates and maintains status of documents, records, and files. Monitors and reports follow-up actions needed for task completion.</li> <li>3. Extracts data from reference material, compiles, analyzes and prepares or helps prepare information for studies or reports.</li> <li>4. Organizes and prepares materials for meetings, presentations, and training sessions. Helps develop and monitor budget or financial information.</li> </ol> <p>Requires High School Diploma or G.E.D., plus 0 years experience.</p>
<b>Administrator II</b>	<p><b>GENERAL SUMMARY</b>  Preparing, planning, organizing, controlling, administering activities associated with the day-to-day business goals of the organization, project or task while requiring basic problem solving and occasional deviation from routine practice. Involves aspects such as correspondence control; organization and maintenance of documents, records, and files; preparing</p>

Labor Category	Position Description
	<p>reports, correspondence, and agendas; and assisting others to accomplish tasks.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b> Same as Administrator I</p> <p>Requires High School Diploma or G.E.D., plus 5 years experience.</p>
<b>Administrator III</b>	<p><b>GENERAL SUMMARY</b> Preparing, planning, organizing, controlling, administering activities associated with the day-to-day business goals of the organization, project or task requiring judgment in resolving issues or in making recommendations. Involves aspects such as correspondence control; organization and maintenance of documents, records, and files; preparing reports, correspondence, and agendas; and assisting others to accomplish tasks.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b> Same as Administrator II</p> <p>Requires High School Diploma or G.E.D., plus 8 years experience.</p>
<b>Architect I</b>	<p><b>GENERAL SUMMARY</b> Apply technical and scientific knowledge in order to develop studies, evaluations, specifications, reports, design descriptions, and other engineering technical service documents. With oversight, researches, plans, and designs building projects, applying knowledge of customer relations, programming of user needs, design, construction procedures, historic documentation, Americans with Disabilities Act, applicable standards, building codes, and building materials and methods.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Reviews, per Federal, State and Local codes and standards, design and evaluation calculations, drawings, and specifications.</li> <li>2. Support professional and paraprofessional engineering personnel engaged in the planning, design, and construction phases of engineering projects.</li> <li>3. Applies expertise and provides guidance in architectural design and the resolution of architectural technical, code, regulatory, and safety issues.</li> <li>4. Specific duties may include, but are not limited to, consulting with customers to determine needs; preparing designs and specifications; estimating costs and completion dates; integrating engineering elements; and monitoring the construction process to ensure compliance with specifications.</li> <li>5. Developing professional expertise, applies Laboratory policies and procedures to resolve a variety of issues. Can use and apply standard principles, theories, concepts and techniques as recognized within a profession or administrative specialty.</li> </ol>

Labor Category	Position Description
	<ol style="list-style-type: none"> <li>6. Supports the resolutions to an assortment of problems where analysis of situations or data requires a review of several factors.</li> <li>7. Contributes to the fulfillment of projects/organizational objectives.</li> <li>8. Continually supervised and follows established directions.</li> <li>9. Receives detailed instructions on new projects or assignments.</li> <li>10. Work is reviewed for accuracy, soundness of judgment and overall adequacy. Work is reviewed while in progress.</li> </ol> <p>Requires Bachelor's degree in appropriate discipline plus 0 years of direct experience.</p>
<b>Architect II</b>	<p><b>GENERAL SUMMARY</b> Apply technical and scientific knowledge in order to develop studies, evaluations, specifications, reports, design descriptions, and other engineering technical service documents. Researches, plans, designs building projects, applying knowledge of customer relations, programming of user needs, design, construction procedures, historic documentation, Americans with Disabilities Act, applicable standards, building codes, and building materials and methods.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b> Same as Architect I</p> <p>Requires Bachelor's degree in appropriate discipline plus a minimum of 3 years of related experience, or Master's with 0 years related experience.</p>
<b>Architect III</b>	<p>Same as Architect II</p> <p>Requires Bachelor's degree in appropriate discipline plus a minimum of 5 years of related experience, or Master's with 2 years related experience or Doctorate with 0 years related experience.</p>
<b>Architect IV</b>	<p>Same as Architect III</p> <p>Requires Bachelor's degree in appropriate discipline plus 8 years direct experience, or Master's with 5 years direct experience or Doctorate with 2 years of direct experience.</p>
<b>Sr. Architect I</b>	<p><b>GENERAL SUMMARY</b> Apply technical and scientific knowledge in order to develop studies, evaluations, specifications, reports, design descriptions, and other engineering technical service documents. Researches, plans, designs and administers planning/design and building projects applying knowledge of customer relations, programming of user needs, design, construction procedures, historic documentation, Americans with Disabilities Act, applicable standards, building codes, and building materials and methods.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b> 1. Reviews, per Federal, State and Local codes and standards,</p>

Labor Category	Position Description
	<p>design and evaluation calculations, drawings, and specifications.</p> <ol style="list-style-type: none"> <li>2. Advises professional and para-professional engineering personnel engaged in the planning, design, and construction phases of engineering projects.</li> <li>3. Applies extensive expertise and provides guidance in architectural design and the resolution of architectural technical, code, regulatory, and safety issues.</li> <li>4. Specific duties may include, but are not limited to, consulting with customers to determine needs; preparing designs and specifications; estimating costs and completion dates; integrating engineering elements; and monitoring the construction process to ensure compliance with specifications.</li> <li>5. Uses professional expertise and applies applicable policies and procedures to resolve a variety of complex issues. Applies a variety of principles, theories, concepts and techniques as recognized within a profession or administrative specialty.</li> <li>6. Provides resolutions to an assortment of problems of considerably complex scope where analysis of situations or data requires a review of a large variety of factors.</li> <li>7. Works independently and assists less senior personnel.</li> <li>8. Uses judgment and independent thinking to determine appropriate action.</li> </ol> <p>Requires Bachelor's degree in appropriate discipline plus 10 years of related experience, or Master's with 7 years of related experience or Doctorate with 4 years of related experience.</p>
<b>Sr. Architect II</b>	<p>Same as Senior Architect I</p> <p>Requires Bachelor's degree in appropriate discipline plus 12 years of related experience, or Master's with 9 years direct experience or Doctorate with 6 years of direct experience.</p>
<b>Sr. Architect III</b>	<p>Same as Senior Architect II</p> <p>Requires Bachelor's degree in appropriate discipline plus 15 years of direct experience, or Master's with 12 years related experience or Doctorate with 10 years related experience.</p>
<b>Civil Engineer I</b>	<p><b>GENERAL SUMMARY</b> Apply technical and scientific knowledge in order to develop studies, evaluations, specifications, reports, design descriptions, and other engineering technical service documents.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b> In general terms, a Civil Engineer I performs engineering tasks utilizing best practices and standard techniques.</p> <ol style="list-style-type: none"> <li>1. Performs and reviews calculations and specialized analyses.</li> <li>2. Gathers, correlates, and interprets technical data.</li> <li>3. With some oversight, performs technical analysis and</li> </ol>

Labor Category	Position Description
	<p>engineering studies to develop solutions for projects in accordance with applicable Federal, State and Local codes and standards.</p> <ol style="list-style-type: none"> <li>4. With some oversight, prepares specifications, engineering analyses, reports, design descriptions, and other technical documents. Evaluates suppliers and materials to ensure compliance to authorized design documentation.</li> <li>5. Prepares purchase requisitions, specifications and other related procurement documentation.</li> <li>6. Coordinates assigned work with other technical personnel.</li> </ol> <p>Requires Bachelor's degree in appropriate discipline plus 0 years of direct experience.</p>
<p><b>Civil Engineer II</b></p>	<p><b>GENERAL SUMMARY</b> Apply technical and scientific knowledge in order to develop studies, evaluations, specifications, reports, design descriptions, and other engineering technical service documents.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b> In general terms, a Civil Engineer II performs engineering tasks utilizing best practices and standard techniques.</p> <ol style="list-style-type: none"> <li>1. Performs and reviews calculations and specialized analyses.</li> <li>2. Gathers, correlates, and interprets technical data.</li> <li>3. Independently performs technical analysis and engineering studies to develop solutions for projects in accordance with applicable Federal, State and Local codes and standards.</li> <li>4. Independently prepares, specifications, engineering analyses, reports, design descriptions, and other technical documents. Evaluates suppliers and materials to ensure compliance to authorized design documentation.</li> <li>5. Prepares purchase requisitions, specifications and other related procurement documentation.</li> <li>6. Coordinates assigned work with other technical personnel.</li> </ol> <p>Requires Bachelor's degree in appropriate discipline plus 5 years of direct experience, or Master's with 2 years direct experience or Doctorate with 0 years direct experience required.</p>
<p><b>Civil Engineer III</b></p>	<p><b>GENERAL SUMMARY</b> Apply technical and scientific knowledge in order to develop studies, evaluations, specifications, reports, design descriptions, and other engineering technical service documents.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b> Same as Civil Engineer II</p> <p>Requires Bachelor's degree in appropriate discipline plus 15 years of direct experience, or Master's with 10 years direct experience or</p>

Labor Category	Position Description
	Doctorate with 7 years direct experience.
<b>Communications Engineer I</b>	<p><b>GENERAL SUMMARY</b> Apply technical and scientific knowledge in order to develop studies, evaluations, specifications, reports, design descriptions, and other engineering technical service documents.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b> In general terms, an Engineer performs engineering tasks utilizing best practices and standard techniques.</p> <ol style="list-style-type: none"> <li>1. Performs and reviews calculations and specialized analyses.</li> <li>2. Gathers, correlates, and interprets technical data.</li> <li>3. With some oversight, performs technical analysis and engineering studies to develop solutions for projects in accordance with applicable Federal, State and Local codes and standards.</li> <li>4. With some oversight, prepares, specifications, engineering analyses, reports, design descriptions, and other technical documents. Evaluates suppliers and materials to ensure compliance to authorized design documentation.</li> <li>5. Prepares purchase requisitions, specifications and other related procurement documentation.</li> <li>6. Coordinates assigned work with other technical personnel.</li> </ol> <p>Requires Bachelor's degree in appropriate discipline plus 0 years of direct experience.</p>
<b>Communications Engineer II</b>	<p><b>GENERAL SUMMARY</b> Apply technical and scientific knowledge in order to develop studies, evaluations, specifications, reports, design descriptions, and other engineering technical service documents.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b> In general terms, a Civil Engineer II performs engineering tasks utilizing best practices and standard techniques.</p> <ol style="list-style-type: none"> <li>1. Performs and reviews calculations and specialized analyses.</li> <li>2. Gathers, correlates, and interprets technical data.</li> <li>3. Independently performs technical analysis and engineering studies to develop solutions for projects in accordance with applicable Federal, State and Local codes and standards.</li> <li>4. Independently prepares, specifications, engineering analyses, reports, design descriptions, and other technical documents. Evaluates suppliers and materials to ensure compliance to authorized design documentation.</li> <li>5. Prepares purchase requisitions, specifications and other related procurement documentation.</li> </ol> <p>Coordinates assigned work with other technical personnel.</p>

Labor Category	Position Description
	Requires Bachelor's degree plus 5 years direct experience, or Master's with 2 years experience or Doctorate with 0 years of direct experience.
<b>Communications Engineer III</b>	Same as Communications Engineer II  Requires Bachelor's degree in appropriate discipline plus 15 years of direct experience, or Master's with 10 years direct experience or Doctorate with 7 years direct experience required.
<b>Computing Technician I</b>	<p><b>GENERAL SUMMARY</b></p> <p>Is required to demonstrate knowledge in one or more of the following areas: coding, testing, documenting and installing new and changes to information systems, systems integration services, user training, Help Desk services, Web page development and administration, and general computer systems support. All support is furtherance of other MOBIS activities.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Provide Help Desk support to users</li> <li>2. Install and maintain equipment and software</li> <li>3. Support networking activities</li> <li>4. Provides web development and support for such activities was web-based training, web-based program integration activities, etc.</li> <li>5. Providing training on equipment / software to end users</li> <li>6. May perform other activities as assigned</li> </ol> <p>Requires a Bachelor's degree in business, computer science, engineering, or related scientific field or equivalent, plus 2 years relevant experience</p>
<b>Computing Technician II</b>	Same as Computer Technician I  Requires a Bachelor's degree in business, computer science, engineering, or related scientific field or equivalent, plus 4 years relevant experience
<b>Computing Technician III</b>	Same as Computer Technician I  Requires a Bachelor's degree in business, computer science, engineering, or related scientific field or equivalent, plus 6 years relevant experience
<b>Design Manager</b>	<p><b>GENERAL SUMMARY</b></p> <p>Supervises the engineering activity (all disciplines) on a project, or designated portions of a project, for a global business unit. Plans and directs engineering assignments on the project. Demonstrates technical responsibilities for interpreting, organizing, executing, and coordinating</p>

Labor Category	Position Description
	<p>these assignments.</p> <p>Requires Bachelor's degree in engineering discipline plus 15 years of experience, or Master's in engineering with 10 years experience or Doctorate in Engineering with 7 years experience.</p>
<p><b>Design/Drafter Technician I</b></p>	<p><b>GENERAL SUMMARY</b> Must have basic knowledge of computer-aided drafting techniques.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Produces and details routine drawings/layouts of basic components, facilities and/or systems.</li> <li>2. Generates and/or modifies two-dimensional drawings based on information from others.</li> <li>3. Develops basic computer-aided design (CAD) drawings and design models under the direction of a senior designer.</li> </ol> <p>Requires high school diploma or G.E.D., plus 0 years of experience.</p>
<p><b>Design/Drafter Technician II</b></p>	<p><b>GENERAL SUMMARY</b> Must have sound knowledge of computer-aided drafting techniques, CAD modeling and design and high-level three-dimensional (3-D) parametric CAD systems.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Produces and details routine drawings/layouts of basic components, facilities and/or systems.</li> <li>2. Generates and/or modifies two-dimensional drawings based on information from others.</li> <li>3. Uses industry codes, standards, and customer specifications to prepare work plans, drawings and layouts.</li> <li>4. Works with engineering team to ensure drawing quality. Develops CAD drawings and design models under the direction of a senior designer.</li> <li>5. Performs calculations in support of technical problems. Applies engineering design principles to design and fabrication of components and assemblies as directed.</li> <li>6. Produces work in accordance within budget and schedule .</li> <li>7. Understands fabrication, construction, operation, and maintenance requirements relevant to designated discipline.</li> <li>8. Works independently and as part of a team.</li> <li>9. Participates in process improvement activities.</li> </ol> <p>Requires a high school diploma or G.E.D. with 2 years experience.</p>
<p><b>Design/Drafter Technician III</b></p>	<p><b>GENERAL SUMMARY</b> Requires proficient knowledge of computer-aided drafting techniques, CAD modeling and design and high-level 3-D parametric CAD systems. Working knowledge of second CAD system.</p>

Labor Category	Position Description
	<p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Uses computer-aided design (CAD) equipment to produce unique drawings/layouts of components, facilities and/or systems.</li> <li>2. Generates complete design packages for complex components, facilities and/or systems.</li> <li>3. Uses industry codes, standards, and works with customer to develop specifications to prepare work plans, drawings and layouts.</li> <li>4. Works with engineering team to ensure drawing quality. Develops non-routine CAD drawings and design models</li> <li>5. Applies engineering design principles to design and fabricate components and assemblies.</li> <li>6. Performs calculations in support of complex technical problems. Contributes to budget and schedule information.</li> <li>7. Applies fabrication, construction, operation, and maintenance requirements relevant to designated discipline.</li> <li>8. Works independently and as part of a team.</li> <li>9. May supervise aspects of work.</li> <li>10. Identifies process improvement activities.</li> </ol> <p>Requires an undergraduate degree (minimum A.A.) in an engineering or technical subject, with 4 years experience.</p>
<p><b>Design/Drafter Technician IV</b></p>	<p><b>GENERAL SUMMARY</b></p> <p>Requires Advanced knowledge of computer-aided drafting techniques, CAD modeling and design and high-level 3-D parametric CAD systems. Proficient knowledge of second CAD system.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Uses computer-aided design (CAD) equipment to produce unique drawings/layouts of non-standard components, facilities and/or systems.</li> <li>2. Generates complete design packages for complex components, facilities and/or systems and resolves design package issues. Independently defines design requirements and obtains customer approval.</li> <li>3. Reviews group standards and proposes improvements. Defines modeling structure for large, complex design projects.</li> <li>4. Applies engineering design principles to design and fabricate complex and/or non-standard components and assemblies.</li> <li>5. Performs complex calculations in support of unique technical problems.</li> <li>6. Determines budget and schedule information.</li> <li>7. Determines fabrication, construction, operation, and maintenance requirements for project.</li> <li>8. Works independently and as part of a team.</li> <li>9. Leads projects and supervises work.</li> </ol>

Labor Category	Position Description
	<p>10. Leads process improvement activities.</p> <p>Requires an undergraduate degree (minimum Associate's) in an engineering or technical subject, with 6 years experience</p>
<p><b>Design/Drafter Technician V</b></p>	<p><b>GENERAL SUMMARY</b> Expert knowledge of computer-aided drafting techniques, CAD modeling and design and high-level 3D parametric CAD systems. Proficient knowledge of second CAD system.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b> Same as Design/Drafter Technician IV</p> <p>Requires an undergraduate degree (minimum Associate's) in an engineering or technical subject, with 10 years experience.</p>
<p><b>Electrical Engineer I</b></p>	<p><b>GENERAL SUMMARY</b> Apply technical and scientific knowledge in order to develop studies, evaluations, specifications, reports, design descriptions, and other engineering technical service documents.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b> In general terms an Engineer performs engineering tasks utilizing best practices and standard techniques.</p> <ol style="list-style-type: none"> <li>1. Performs and reviews calculations and specialized analyses.</li> <li>2. Gathers, correlates, and interprets technical data.</li> <li>3. With some oversight, performs technical analysis and engineering studies to develop solutions for projects in accordance with applicable Federal, State and Local codes and standards.</li> <li>4. With some oversight, prepares, specifications, engineering analyses, reports, design descriptions, and other technical documents. Evaluates suppliers and materials to ensure compliance to authorized design documentation.</li> <li>5. Prepares purchase requisitions, specifications and other related procurement documentation.</li> <li>6. Coordinates assigned work with other technical personnel.</li> </ol> <p>Requires Bachelor's degree in appropriate discipline plus 0 years of experience.</p>
<p><b>Electrical Engineer II</b></p>	<p><b>GENERAL SUMMARY</b> Apply technical and scientific knowledge in order to develop studies, evaluations, specifications, reports, design descriptions, and other engineering technical service documents.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b> In general terms, a Civil Engineer II performs engineering tasks utilizing best practices and standard techniques.</p> <ol style="list-style-type: none"> <li>1. Performs and reviews calculations and specialized analyses.</li> </ol>

Labor Category	Position Description
	<ol style="list-style-type: none"> <li>2. Gathers, correlates, and interprets technical data.</li> <li>3. Independently performs technical analysis and engineering studies to develop solutions for projects in accordance with applicable Federal, State and Local codes and standards.</li> <li>4. Independently prepares, specifications, engineering analyses, reports, design descriptions, and other technical documents. Evaluates suppliers and materials to ensure compliance to authorized design documentation.</li> <li>5. Prepares purchase requisitions, specifications and other related procurement documentation.</li> </ol> <p>Coordinates assigned work with other technical personnel.</p> <p>Requires Bachelor's degree in appropriate discipline plus 5 years experience, or Master's with 2 years experience or Doctorate with 0 years of experience required.</p>
<b>Electrical Engineer III</b>	<p>Same as Electrical Engineer II</p> <p>Requires Bachelor's degree in appropriate discipline plus 15 years of experience, or Master's with 10 years experience or Doctorate with 7 years experience.</p>
<b>Engineer I / Scientist I</b>	<p><b>GENERAL SUMMARY</b></p> <p>Responsible for assigned activities within an engineering discipline in support of facility design, operation and maintenance. Applies broad and diversified knowledge of engineering principles and practices in the preparation of complex engineering analyses.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Performs all aspects of work in engineering operations within discipline.</li> <li>2. Performs conventional structural design and analysis. Provides system integration within and across disciplines.</li> <li>3. Provides construction and project support.</li> <li>4. May provide direction to technicians.</li> <li>5. Able to work independently and as part of a team, Utilizes engineering technology to accomplish work.</li> <li>6. Continuously improves work processes to meet customer needs.</li> <li>7. Works under continual supervision and follows directions.</li> <li>8. Uses judgment within defined practices and procedures to determine appropriate actions.</li> </ol> <p>Requires Bachelor's degree in appropriate discipline plus 0 years experience.</p>
<b>Engineer II / Scientist II</b>	<p><b>GENERAL SUMMARY</b></p> <p>Responsible for assigned activities within an engineering discipline in support of facility design, operation and maintenance. Applies broad and diversified knowledge of engineering principles and practices in the preparation of complex engineering analyses.</p>

Labor Category	Position Description
	<p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Performs all aspects of work in engineering operations within discipline.</li> <li>2. Performs conventional structural design and analysis. Provides system integration within and across disciplines.</li> <li>3. Provides construction and project support.</li> <li>4. May provide direction to technicians.</li> <li>5. Able to work independently and as part of a team, utilizes engineering technology to accomplish work.</li> <li>6. Continuously improves work processes to meet customer needs</li> <li>7. Works under limited direction; receives general instruction on new assignments.</li> <li>8. Performs design, installation and commissioning of commercial, industrial and safety-related systems.</li> </ol> <p>Requires Bachelor's degree in appropriate discipline plus 3 years of experience, or Master's with 0 years experience.</p>
<p><b>Engineer III / Scientist III</b></p>	<p><b>GENERAL SUMMARY</b></p> <p>Responsible for assigned activities within an engineering discipline in support of facility design, operation and maintenance. Applies broad and diversified knowledge of engineering principles and practices in the preparation of complex engineering analyses.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Performs all aspects of work in engineering operations within discipline.</li> <li>2. Performs conventional structural design and analysis.</li> <li>3. Provides system integration within and across disciplines.</li> <li>4. Provides construction and project support.</li> <li>5. May lead projects and supervise the work of others.</li> <li>6. Able to work independently and as part of a team.</li> <li>7. Utilizes engineering technology to accomplish work.</li> <li>8. Leads work process improvement to meet customer needs.</li> <li>9. Leads the design, installation and commissioning of commercial, industrial and safety-related systems.</li> </ol> <p>Requires Bachelor's degree in appropriate discipline plus 7 years of experience, or Master's with 4 years experience or Doctorate with 0 years experience.</p>
<p><b>Engineer Manager I</b></p>	<p><b>GENERAL SUMMARY</b></p> <p>Manages, oversees, and plans the activities of engineering, research engineering, and/or project engineering services within an engineering discipline. Has full technical responsibility for interpreting, organizing, executing, and coordinating assignments.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p>

Labor Category	Position Description
	<ol style="list-style-type: none"> <li>1. Provides direction on engineering matters pertaining to the operations, research, program, projects, and/or designated engineering assignments.</li> <li>2. Evaluates final results of work and projects to assure accomplishment of technical objectives.</li> <li>3. Prepares and presents reports outlining the outcome of technical projects and makes recommendations for actions necessary to achieve desired results.</li> <li>4. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.</li> </ol> <p>Requires Bachelor's degree in appropriate discipline plus 10 years of experience, or Master's with 7 years experience or Doctorate with 4 years experience. Preferred a professional license in an engineering discipline, or a license to practice architecture from a recognized licensing board, along with specialized courses in relevant general engineering or an appropriate engineering discipline, specialized course in management, progressive work experience, including supervision.</p>
<b>Engineer Manager II</b>	<p><b>GENERAL SUMMARY</b></p> <p>Manages, oversees, and plans the activities of engineering, research engineering, and/or project engineering services within an engineering discipline. Has full technical responsibility for interpreting, organizing, executing, and coordinating assignments.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Provides direction on engineering matters pertaining to the operations, research, program, projects, and/or designated engineering activities.</li> <li>2. Fosters new programs within and among disciplines.</li> <li>3. Develops and presents milestones and evaluation criteria necessary to achieve desired organizational results.</li> <li>4. Oversees the selection, development, and evaluation of personnel to ensure operational and laboratory requirements are met.</li> <li>5. Has overall responsibility for developing and administering budgets, schedules, and performance standards for the organizational unit. Leads process improvement activities.</li> </ol> <p>Requires Bachelor's degree in appropriate discipline plus 15 years of experience, or Master's with 12 years experience or Doctorate with 9 years experience. Preferred a professional license in an engineering discipline, or a license to practice architecture from a recognized licensing board, along with specialized courses in relevant general engineering or an appropriate engineering discipline, specialized course in management, progressive work experience, including supervision.</p>
<b>Engineer Technologist I</b>	<p><b>GENERAL SUMMARY</b></p> <p>Uses the principles and theories of engineering, math and science to</p>

Labor Category	Position Description
	<p>solve technical problems within discipline in support of engineering and engineering research. Supports engineering/projects in the performance of complex and demanding assignments requiring initiative and independent judgment. Basic knowledge of computer-aided drafting techniques, CAD modeling and design.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Responsible for assigned activities within an engineering discipline in support of facilities, design, operation, maintenance, project and/or research-based engineering.</li> <li>2. May provide direction to technicians, with oversight.</li> <li>3. Able to work as part of a team.</li> <li>4. Utilizes engineering and computer technology to accomplish work. Continuously improves work processes to meet customer needs.</li> </ol> <p>Requires Associates degree in engineering, technology, science or math discipline plus 0 years of experience.</p>
<p><b>Engineer Technologist II</b></p>	<p><b>GENERAL SUMMARY</b></p> <p>Uses the principles and theories of engineering, math and science to solve technical problems within discipline in support of engineering and engineering research. Supports engineering/projects in the performance of complex and demanding assignments requiring initiative and independent judgment. Working knowledge of computer-aided drafting techniques, CAD modeling and design.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Responsible for assigned activities within an engineering or science discipline in support of facilities, design, operation, maintenance, project and/or research-based engineering and science.</li> <li>2. May provide direction to technicians.</li> <li>3. Able to work independently and as part of a team.</li> <li>4. Utilizes engineering and computer technology to accomplish work.</li> <li>5. Continuously improves work processes to meet customer needs.</li> </ol> <p>Requires Associates degree in engineering, technology, science or math discipline and 2 years of relevant experience.</p>
<p><b>Engineer Technologist III</b></p>	<p><b>GENERAL SUMMARY</b></p> <p>Uses the principles and theories of engineering, math and science to solve technical problems within discipline in support of engineering and engineering research. Supports engineering/projects in the performance of complex and demanding assignments requiring initiative and independent judgment. Expert knowledge of computer-aided drafting techniques, CAD modeling and design.</p>

Labor Category	Position Description
	<p><b>FUNCTIONAL RESPONSIBILITIES</b> Same as Engineer Technologist II</p> <p>Requires Associates/Bachelor's degree in engineering, technology, science or math discipline and 8 years of relevant experience.</p>
<p><b>ES&amp;HQ Engineer I</b></p>	<p><b>GENERAL SUMMARY</b> Assists in the development, implementation, and evaluation of processes, procedures and applications contributing to the overall objectives of maintaining an effective environmental, safety, health and quality (ESHQ) quality assurance and quality control program including: product and process design/verification, product and process controls, continuous improvement, qualitative methods and tools and design and analysis of experiments. Entry-level position in professional field.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Provides resolutions to an assortment of problems of limited complexity where analysis of situations or data requires a review of several factors.</li> <li>2. Contributes to the fulfillment of projects and organizational objectives.</li> <li>3. Builds productive internal/external working relationships. Requires little or no responsibility for making contacts outside of the immediate organization.</li> <li>4. Continually supervised and follows established directions.</li> <li>5. Receives detailed instructions on new projects or assignments. Work is reviewed for accuracy, soundness of judgment and overall adequacy.</li> <li>6. Work is reviewed while in progress.</li> <li>7. Uses judgment within defined practices and procedures to determine appropriate action.</li> </ol> <p>Requires Associates degree in engineering, technology, science or math discipline plus 0 years of experience.</p>
<p><b>ES&amp;HQ Engineer II</b></p>	<p><b>GENERAL SUMMARY</b> Participates in the development, implementation, and evaluation of processes, procedures and applications contributing to the overall objectives of maintaining an effective ESHQ quality assurance and quality control program including: product and process design/verification, product and process controls, continuous improvement, qualitative methods and tools and design and analysis of experiments. Fully functioning professional. A seasoned, experienced professional with a full understanding of specialized area plus working knowledge of other related fields. Resolves a wide range of issues in creative ways. This job is the fully qualified, career-oriented level position.</p>

Labor Category	Position Description
	<p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Provides resolutions to a diverse range of complex problems where analysis of data requires evaluation of identifiable factors.</li> <li>2. Contributes to the development of organization's goals and objectives.</li> <li>3. Requires limited responsibility for making routine contacts on general matters outside of the immediate organization.</li> <li>4. Works under limited direction; receives general instructions on new assignments. Work is evaluated upon completion to ensure objectives have been met.</li> <li>5. Demonstrates good judgment in selecting methods and techniques for obtaining solutions.</li> <li>6. Determines approach to solutions, plans schedule and arranges own activities in accomplishing objectives.</li> </ol> <p>Requires Associates degree in appropriate discipline plus 5 years experience, or Bachelor's with 2 years experience.</p>
<p><b>ES&amp;HQ Engineer III</b></p>	<p><b>GENERAL SUMMARY</b></p> <p>Participates in the development, implementation, and evaluation of processes, procedures and applications contributing to the overall objectives of maintaining an effective environmental, safety, health and quality (ESHQ) quality assurance and quality control program, including: product and process design/verification, product and process controls, continuous improvement, qualitative methods and tools and design and analysis of experiments. Has wide-ranging experience, uses professional concepts and Laboratory objectives to resolve complex issues in creative and effective ways. Frequently contributes to the development of new theories and methods. Considered expert in field within the organization.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Develops resolutions to complex problems that require the frequent use of creativity and where analysis of situations or data requires an in-depth evaluation of variable factors.</li> <li>2. Work is accomplished without considerable direction. May coordinate activities of other personnel. Exerts significant latitude in determining objectives of assignment, and determines the methods and procedures needed for new assignments.</li> </ol> <p>Requires Bachelor's degree in appropriate discipline plus 8 years experience, or Master's with 5 years experience.</p>
<p><b>ES&amp;HQ Engineer IV</b></p>	<p><b>GENERAL SUMMARY</b></p> <p>Guides the development, implementation, and evaluation of processes, procedures and applications contributing to the overall objectives of maintaining an effective environmental, health, safety and quality (EHSQ) quality assurance and quality control program. Individuals at this level</p>

Labor Category	Position Description
	<p>have broad expertise or unique knowledge, uses skills to contribute to development of objectives and principles and to achieve goals in creative and effective ways.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Develops advanced concepts, techniques, and standards based on professional principles and theories. Viewed as an expert in the field within the Laboratory.</li> <li>2. Works on unusually significant, unique or complex issues. Provides solutions that are highly creative and where analysis of situations or data requires an evaluation of intangibles.</li> <li>3. Has impact on successes of future concepts, products or technologies.</li> <li>4. Creates formal networks involving coordination among groups, and other key decision makers. Regular contacts with other resources internal and external to the organization.</li> <li>5. Works under consultative direction toward predetermined long-range targets. Assignments are often self-initiated. Virtually self supervisory.</li> <li>6. Uses independent judgment for determining course of action to accomplish objectives.</li> <li>7. Uses wide latitude in the methods, techniques and evaluation criteria for obtaining results.</li> </ol> <p>Requires Bachelor's degree in appropriate discipline plus 12 years experience, or Master's with 9 years experience.</p>
Estimator I	<p><b>GENERAL SUMMARY</b> Supports cost estimating efforts as directed during project and/or proposal activities.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b> Assists in historical data analysis and maintenance of historical databases. Executes tasks within well-defined parameters.</p> <p>Requires a Bachelor's degree in appropriate discipline plus a minimum of two years related experience.</p>
Estimator II	<p><b>GENERAL SUMMARY</b> Supports cost estimating, analysis and control activities as directed for projects or proposals.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Coordinates task execution with other Project Controls personnel or technicians.</li> <li>2. Assists in historical data analysis and maintenance of historical databases, schedule development and in preparation of graphic presentations by summarizing estimating data.</li> </ol>

Labor Category	Position Description
	Requires a Bachelor's degree in appropriate discipline plus a minimum of five years related experience.
<b>Fire Protection Engineer I</b>	<p><b>GENERAL SUMMARY</b></p> <p>Apply technical and scientific knowledge in order to develop studies, evaluations, specifications, reports, design descriptions, and other engineering technical service documents.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <p>In general terms, an Engineer performs engineering tasks utilizing best practices and standard techniques.</p> <ol style="list-style-type: none"> <li>1. Performs and reviews calculations and specialized analyses.</li> <li>2. Gathers, correlates, and interprets technical data.</li> <li>3. Independently performs technical analysis and engineering studies to develop solutions for projects in accordance with applicable Federal, State and Local codes and standards.</li> <li>4. Independently prepares, specifications, engineering analyses, reports, design descriptions, and other technical documents. Evaluates suppliers and materials to ensure compliance to authorized design documentation.</li> <li>5. Prepares purchase requisitions, specifications and other related procurement documentation.</li> <li>6. Coordinates assigned work with other technical personnel.</li> </ol> <p>Requires Bachelor's degree in appropriate discipline plus 0 years of experience.</p>
<b>Fire Protection Engineer II</b>	<p>Same as Fire Protection Engineer I</p> <p>Requires Bachelor's degree in appropriate discipline plus 5 years experience, or Master's with 3 years experience.</p>
<b>Fire Protection Engineer III</b>	<p>Same as Fire Protection Engineer II</p> <p>Requires Bachelor's degree in appropriate discipline plus 10 years of experience, or Master's with 7 years experience or Doctorate with 4 years experience.</p>
<b>Fire Protection Engineer IV</b>	<p>Same as Fire Protection Engineer III</p> <p>Requires Bachelor's degree in appropriate discipline plus 15 years of experience, or Master's with 12 years experience or Doctorate with 9 years experience.</p>
<b>Functional Subject Matter Expert</b>	<p><b>GENERAL SUMMARY:</b></p> <p>Provides functional process and business consulting support related to the environmental and energy fields, with the experience and knowledge applicable to diverse environmental issues.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Formulates and implements proven methodologies for research</li> </ol>

Labor Category	Position Description
	<p>and analyses of policies, programs, and business processes.</p> <ol style="list-style-type: none"> <li>2. Performs strategic policy analyses and recommends process and policy improvements.</li> </ol> <p>Requires a Master's degree in a related field. Minimum of 18 years of general experience, of which 14 years must be specialized experience within the related functional area including program management.</p>
<p><b>Graphical Support Specialist I</b></p>	<p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Prepares, edits or modifies documents to provide a clear figures, diagrams, models, and illustrations.</li> <li>2. Understands technical terminology related to Engineering, Construction or Operation and Maintenance and possesses the ability to become familiar with a technical process or product.</li> <li>3. Compiles and logically organizes information to be included in documents such as calculations, specifications, formal reports etc.</li> <li>4. Demonstrates effective oral, analytical, written, and communication skills.</li> <li>5. Assists with the writing/revision of all types of documents, such as reports, studies, proposals, and program and project plans.</li> </ol> <p>Requires Associates degree in appropriate discipline plus 0 years of experience.</p>
<p><b>Graphical Support Specialist II</b></p>	<p>Same as Graphical Support Specialist I</p> <p>Requires Associates degree in appropriate discipline plus 5 years experience.</p>
<p><b>Graphical Support Specialist III</b></p>	<p>Same as Graphical Support Specialist II</p> <p>Requires Associates degree in appropriate discipline plus 8 years experience.</p>
<p><b>Graphics Specialist</b></p>	<p><b>GENERAL SUMMARY</b></p> <p>Performs a variety of program and project support assignments including creation of documents, presentation slides, web-sites, displays, posters, and other items to enhance technical, business and organizational communication.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Develops presentations utilizing current various software tools</li> <li>2. Creates graphics to improve the clarity of various reports and documents</li> <li>3. Creates and maintains websites utilized in cost reporting, improvement process status, management systems communications, and conduct of surveys</li> <li>4. May perform other activities as assigned</li> </ol>

Labor Category	Position Description
	Requires an associate degree in business, computer science, graphics art, or related scientific field, or equivalent, plus 3 years relevant experience
<b>Material Control Specialist I</b>	<p><b>GENERAL SUMMARY</b> Specialists are technical professionals who have specialty knowledge, training, or education in particular areas of expertise such as property management and environmental compliance.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Assesses the condition of facilities and develops plans and/or programs as needed to locate or excess materials and inventory.</li> <li>2. Works with materials and management personnel to improve inventory and material handling processes</li> </ol> <p>Requires Associates degree in appropriate discipline plus 0 years of experience.</p>
<b>Material Control Specialist II</b>	<p>Same as Material Control Specialist I</p> <p>Requires Associates degree in appropriate discipline plus 5 years experience, or Bachelor's with 3 years experience.</p>
<b>Material Control Specialist III</b>	<p>Same as Material Control Specialist II</p> <p>Requires Associates degree in appropriate discipline plus 15 years of experience, or Bachelor's with 10 years direct experience.</p>
<b>Mechanical Engineer I</b>	<p><b>GENERAL SUMMARY</b> Apply technical and scientific knowledge in order to develop studies, evaluations, specifications, reports, design descriptions, and other engineering technical service documents.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b> In general terms an Engineer performs engineering tasks utilizing best practices and standard techniques.</p> <ol style="list-style-type: none"> <li>1. Performs and reviews calculations and specialized analyses.</li> <li>2. Gathers, correlates, and interprets technical data.</li> <li>3. Independently performs technical analysis and engineering studies to develop solutions for projects in accordance with applicable Federal, State and Local codes and standards.</li> <li>4. Independently prepares, specifications, engineering analyses, reports, design descriptions, and other technical documents. Evaluates suppliers and materials to ensure compliance to authorized design documentation.</li> <li>5. Prepares purchase requisitions, specifications and other related procurement documentation.</li> <li>6. Coordinates assigned work with other technical personnel.</li> </ol> <p>Requires Bachelor's degree in appropriate discipline plus 0 years of</p>

Labor Category	Position Description
	experience.
<b>Mechanical Engineer II</b>	Same as Mechanical Engineer I  Requires Bachelor's degree in appropriate discipline plus 5 years experience, or Master's with 3 years experience.
<b>Mechanical Engineer III</b>	Same as Mechanical Engineer II  Requires Bachelor's degree in appropriate discipline plus 15 years of experience, or Master's with 10 years experience.
<b>Nuclear Safety Specialist I</b>	<p><b>GENERAL SUMMARY</b></p> <p>Designs and initiates processes to develop and/or comply with nuclear safety requirements, including authorization basis document development. Applies concepts, practices and procedures within the field.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Prepares studies, reports, and analyses regarding development of management systems affecting nuclear safety</li> <li>2. Conducts audits and reviews of nuclear safety programs to ensure compliance with regulatory requirements</li> <li>3. Develops and implements nuclear safety management systems</li> <li>4. Develops or reviews authorization basis documents</li> <li>5. May perform other activities as assigned</li> </ol> <p>Requires a Bachelor degree in engineering or related field, or equivalent. Works under immediate supervision.</p>
<b>Nuclear Safety Specialist II</b>	<p><b>GENERAL SUMMARY</b></p> <p>Designs and initiates processes to develop and/or comply with nuclear safety requirements, including authorization basis document development. Applies concepts, practices and procedures within the field.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Prepares studies, reports, and analyses regarding development of management systems affecting nuclear safety</li> <li>2. Conducts audits and reviews of nuclear safety programs to ensure compliance with regulatory requirements</li> <li>3. Develops and implements nuclear safety management systems</li> <li>4. Develops or reviews authorization basis documents</li> <li>5. May perform other activities as assigned</li> </ol>

Labor Category	Position Description
	Requires a Bachelor degree in engineering or related field, or equivalent and 2 years relevant experience. A certain degree of creativity and latitude is required.
<b>Nuclear Safety Specialist III</b>	Same as Nuclear Safety Specialist II  Requires a Bachelor degree in engineering or related field, or equivalent and 5 years experience, or an advanced degree and 3 years experience. A moderate degree of creativity and latitude is expected
<b>Nuclear Safety Specialist IV</b>	Same as Nuclear Safety Specialist III  Requires a Bachelor degree in engineering or related field, or equivalent and 10 years experience, or an advanced degree and 5 years experience. A wide degree of creativity and latitude is expected.
<b>Professional Staff Assistant I</b>	<p><b>GENERAL SUMMARY</b> Provides professional support for specialized functions, organizations, and/or programs, typically requiring the application of standard and/or established principles, theories, concepts, and techniques.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Provides professional business, operational, and/or programmatic support for specialized functions, programs, and/or organizations.</li> <li>2. Specific duties may include, but are not necessarily limited to: providing resource and project management; conducting research and assembling data for assigned specialized reports, presentations, and/or planning documents; planning meetings and conferences; and assisting in the analysis, design and implementation of business, operational, and/or programmatic initiatives to ensure organizational objectives.</li> </ol> <p>Requires High School Diploma or G.E.D. plus 0 years of experience.</p>
<b>Professional Staff Assistant II</b>	Same as Professional Staff Assistant I  Requires High School Diploma or G.E.D., plus 2 years experience.
<b>Professional Staff Assistant III</b>	Same as Professional Staff Assistant II  Requires High School Diploma or G.E.D., plus 5 years experience.
<b>Professional Staff Assistant IV</b>	Same as Professional Staff Assistant III  Requires High School Diploma or G.E.D., plus 10 years experience.
<b>Program Manager I</b>	<p><b>GENERAL SUMMARY</b> Manages project operations. Ensures production schedules are met. Ensures system resources are used effectively. Interprets complex client requirements, and interacts closely with the client and Program Manager.</p>

Labor Category	Position Description
	<p>Manages and maintains development, production and delivery standards; ensures schedules and project assignments are met and completed as directed. Acquires and oversees resources to complete projects. Reports in writing and orally to higher management; establishes good working relationships with people both within and outside the company.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Coordinates the resolution of service-related problems.</li> <li>2. Enforces work standards and reviews/resolves work discrepancies to ensure compliance with contract requirements.</li> <li>3. Ensures proper relationships are established between clients, teaming partners, and vendors to facilitate the delivery of required services.</li> <li>4. Maintains project documentation, providing assessment of technical and non-technical project issues, contracting, and preparing findings.</li> </ol> <p>Requires a Bachelor degree in a technical field or equivalent, plus 6 years relevant experience</p>
<p><b>Program Manager II</b></p>	<p>Same as Program/Project Manager I</p> <p>Requires a Bachelor degree in a technical field or equivalent plus 8 years relevant experience</p>
<p><b>Program Manager III</b></p>	<p>Same as Program/Project Manager II</p> <p>Requires a Bachelor degree in a technical field or equivalent plus 10 years relevant experience</p>
<p><b>Project Controls Engineer I</b></p>	<p><b>GENERAL SUMMARY</b></p> <p>Under supervision, supports project and program integration activities by developing resource loaded schedules, preparing cost estimates, tracking actual cost, and performing earned value calculations. Provides advice and support on business and organizational issues. May provide training to other employees and clients in project control tool and techniques.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Supports development of project plans</li> <li>2. Develops resource loaded schedules</li> <li>3. Develops cost estimates</li> <li>4. Tracks and reports actual cost</li> <li>5. Performs earned value calculations (cost performance index, schedule performance index, etc.)</li> <li>6. Trains other employees and clients in project controls tools and techniques</li> <li>7. May perform other duties as assigned.</li> </ol>

Labor Category	Position Description
	Requires Bachelor degree in a technical field or equivalent, and 3 years experience.
<b>Project Controls Engineer II</b>	Same as Project Control Engineer I  Requires a Bachelor degree in a technical field or equivalent and 5 years experience
<b>Project Controls I</b>	<p><b>GENERAL SUMMARY</b> Supports cost estimating, analysis, and control activities and schedule development, maintenance, reporting, and monitoring activities, as directed.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b> For a large project or staff group, duties encompass a variety of tasks, but remain within parameters established by the procedure or process being supported. For a medium project or staff group, duties encompass a variety of tasks that are required to support the project/group.</p> <p>Requires an Associate degree and 2 years related experience.</p>
<b>Project Controls II</b>	<p><b>GENERAL SUMMARY</b> Performs cost estimating, analysis, and control activities, as directed.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b> Performs schedule development, maintenance, and monitoring activities, as directed. Supervises cost engineering and/or planning and scheduling activities, when delegated.</p> <p>Requires an Associate degree and 5 years related experience.</p>
<b>Project Controls III</b>	<p><b>GENERAL SUMMARY</b> Performs cost estimating, analysis, and control activities. Performs schedule development, maintenance, and monitoring activities.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Supports project organizational and administrative activities.</li> <li>2. Supervises and provides technical direction for cost engineering and/or planning/scheduling activities, when delegated.</li> <li>3. Ensures work is completed as scheduled. Identifies trends for management attention.</li> <li>4. Has wide-ranging experience, uses professional concepts and Laboratory objectives to resolve complex issues in creative and effective ways.</li> <li>5. Frequently contributes to the development of new theories and methods. Considered expert in field within the organization.</li> <li>6. Develops resolutions to complex problems that require the frequent use of creativity and where analysis of situations or data requires an in-depth evaluation of variable factors.</li> <li>7. Work is accomplished without considerable direction. May coordinate activities of other personnel.</li> </ol>

Labor Category	Position Description
	<p>8. Exerts significant latitude in determining objectives of assignment, and determines the methods and procedures needed for new assignments.</p> <p>Requires a Bachelor's degree and 8 years of related experience.</p>
<p><b>Project Controls IV</b></p>	<p><b>GENERAL SUMMARY</b>  Supervises schedule development, maintenance and monitoring activities. Supervise cost engineering analysis, and control activities.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Prepares and reviews or supervises the preparation and presentation of cost engineering and planning activities.</li> <li>2. Supports project organizational and administrative activities. Responsible for cost engineering and cost analysis/control and planning and scheduling activities for projects with significant non-routine requirements or for discipline/projects/proposal cost and planning activities which require a high degree of technical skilled experience.</li> <li>3. Demonstrated skill in identifying, analyzing, and providing innovative solutions to cost engineering and schedule guidance to projects.</li> <li>4. Ensures work is completed as scheduled. Identification of cost trends for management attention. Has broad expertise or unique knowledge, uses skills to contribute to development of objectives and principles and to achieve goals in creative and effective ways.</li> <li>5. Develops advanced concepts, techniques, and standards based on professional principles and theories. Viewed as expert in field within the Laboratory. Works on unusually significant, unique or complex issues, provides solutions that are highly creative and where analysis of situations or data requires an evaluation of intangibles. Has impact on success of future concepts, products or technologies.</li> <li>6. Works under consultative direction toward predetermined long-range targets. Assignments are often self-initiated. Virtually self supervisory.</li> <li>7. Uses independent judgment for determining course of action to accomplish objectives. Uses wide latitude in the methods, techniques and evaluation criteria for obtaining results.</li> </ol> <p>Requires a Bachelor's degree and 12 years related experience.</p>
<p><b>Project Engineer I</b></p>	<p><b>GENERAL SUMMARY</b>  Planning, organizing and coordinating resources to successfully complete project goals and objectives.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Manages and coordinates projects from conception through</li> </ol>

Labor Category	Position Description
	<p>planning, execution, construction, start-up, and close-out.</p> <ol style="list-style-type: none"> <li>2. Develops and maintains formal customer contact, negotiates scope, schedules and milestones, coordinates the participation of responsible entities and defines the major task areas.</li> <li>3. Develops and maintains Engineering Work Plans.</li> <li>4. Directs and supervises all activities for assigned projects.</li> <li>5. Coordinates the development of detailed scopes, budgets, and schedules. Monitors progress and initiates action to assure project objectives and schedules are met and work is performed within budget.</li> <li>6. Plans, organizes, leads, and monitors effort of multiple discipline teams to accomplish project objectives.</li> <li>7. Leads teams to ensure project completion in a safe manner, within budget, on schedule, and in conformance with appropriate codes, standards, procedures, and specifications.</li> </ol> <p>Requires Bachelor's degree in appropriate discipline plus 5 years of experience.</p>
<b>Project Engineer II</b>	<p>Same as Project Engineer I</p> <p>Requires Bachelor's degree in appropriate discipline plus 7 years experience</p>
<b>Project Engineer III</b>	<p>Same as Project Engineer II</p> <p>Requires Bachelor's degree in appropriate discipline plus 10 years experience, or Master's with 5 years experience.</p>
<b>Project Engineer IV</b>	<p>Same as Project Engineer III</p> <p>Requires Bachelor's degree in appropriate discipline plus 15 years of experience, or Master's with 10 years experience.</p>
<b>Jr. Project Manager I</b>	<p><b>GENERAL SUMMARY</b>  Planning, organizing and coordinating resources to successfully complete project goals and objectives.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Manages and coordinates projects from conception through planning, engineering, procurement, execution, start-up, and close-out.</li> <li>2. Develops and maintains formal customer contact, negotiates schedules and milestones, coordinates the participation of responsible entities and defines the major task areas.</li> <li>3. Supervises the development of detailed budgets and schedules,</li> </ol>

Labor Category	Position Description
	<p>monitors progress and initiates action to assure project objective and schedules are met and work is performed within budget.</p> <ol style="list-style-type: none"> <li>4. Provides leadership for the development and maintenance of high performance project teams.</li> <li>5. Plans, organizes, leads, and monitors effort of multiple teams to accomplish project objectives.</li> <li>6. Leads teams to ensure project completion in a safe manner, within budget, on schedule, and in conformance with appropriate standards and specifications.</li> <li>7. Initiates and directs the planning and development of the project execution plans, scope definition, project procedures, budgets, and project schedules.</li> <li>8. Monitors and controls all contractual commitments to ensure that all work is being performed in accordance with the specifications, drawings, and terms of the contract; change orders are timely.</li> <li>9. Prepares or directs the preparation of progress and special reports to customers and management.</li> </ol> <p>Requires Bachelor's degree in appropriate discipline plus 0 years of experience.</p>
<b>Jr. Project Manager II</b>	<p>Same as Junior Project Manager I</p> <p>Requires Bachelor's degree in appropriate discipline plus 3 years experience.</p>
<b>Jr. Project Manager III</b>	<p>Same as Junior Project Manager II</p> <p>Requires Bachelor's degree in appropriate discipline plus 5 years of direct experience.</p>
<b>Project Manager I</b>	<p><b>GENERAL SUMMARY</b>  Planning, organizing and coordinating resources to successfully complete project goals and objectives.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Manages and coordinates projects from conception through planning, engineering, procurement, execution, start-up, and close-out.</li> <li>2. Develops and maintains formal customer contact, negotiates schedules and milestones, coordinates the participation of responsible entities and defines the major task areas.</li> <li>3. Supervises the development of detailed budgets and schedules, monitors progress and initiates action to assure project objective and schedules are met and work is performed within budget.</li> <li>4. Provides leadership for the development and maintenance of high performance project teams.</li> </ol>

Labor Category	Position Description
	<ol style="list-style-type: none"> <li>5. Plans, organizes, leads, and monitors effort of multiple teams to accomplish project objectives.</li> <li>6. Leads teams to ensure project completion in a safe manner, within budget, on schedule, and in conformance with appropriate standards and specifications.</li> <li>7. Initiates and directs the planning and development of the project execution plans, scope definition, project procedures, budgets, and project schedules.</li> <li>8. Monitors and controls all contractual commitments to ensure that all work is being performed in accordance with the specifications, drawings, and terms of the contract and that change orders are timely.</li> <li>9. Prepares or directs the preparation of progress and special reports to customers and management.</li> </ol> <p>Requires Bachelor's degree plus 8 years of project management experience, or Master's with 5 years of project management experience or Doctorate with 3 years of project management experience.</p>
<b>Project Manager II</b>	<p>Same as Project Manager I</p> <p>Requires Bachelor's degree plus 10 years of project management experience, or Master's with 7 years of project management experience or Doctorate with 5 years of project management experience.</p>
<b>Project Manager III</b>	<p>Same as Project Manager II</p> <p>Requires Bachelor's degree plus 12 years of project management experience, or Master's with 9 years of project management experience or Doctorate with 7 years of project management experience.</p>
<b>Sr. Project Manager I</b>	<p><b>GENERAL SUMMARY</b>  Planning, organizing and coordinating resources to successfully complete project goals and objectives.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Manages and coordinates projects from conception through planning, engineering, procurement, execution, start-up, and close-out.</li> <li>2. Develops and maintains formal customer contact, negotiates schedules and milestones, coordinates the participation of responsible entities and defines the major task areas.</li> <li>3. Supervises the development of detailed budgets and schedules, monitors progress and initiates action to assure project objective and schedules are met and work is performed within budget.</li> <li>4. Provides leadership for the development and maintenance of high performance project teams.</li> </ol>

Labor Category	Position Description
	<ol style="list-style-type: none"> <li>5. Plans, organizes, leads, and monitors effort of multiple teams to accomplish project objectives.</li> <li>6. Leads teams to ensure project completion in a safe manner, within budget, on schedule, and in conformance with appropriate standards and specifications.</li> <li>7. Initiates and directs the planning and development of the project execution plans, scope definition, project procedures, budgets, and project schedules.</li> <li>8. Monitors and controls all contractual commitments to ensure that all work is being performed in accordance with the specifications, drawings, and terms of the contract and that change orders are timely.</li> <li>9. Prepares or directs the preparation of progress and special reports to customers and management.</li> </ol> <p>Requires Bachelor's degree plus 15 years of project management experience, or Master's with 12 years of project management experience or Doctorate with 10 years of project management.</p>
<b>Sr. Project Manager II</b>	<p>Same as Senior Project Manager I</p> <p>Requires Bachelor's degree plus 20 years of project management experience, or Master's with 17 years of project management experience, or Doctorate with 15 years of project management experience.</p>
<b>Sr. Project Manager III</b>	<p>Same as Project Manager II</p> <p>Requires Bachelor's degree plus 25 years of project management experience or Master's with 22 years of project management experience or Doctorate with 20 years of project management experience.</p>
<b>Sr. Project Manager IV</b>	<p>Same as Senior Project Manager III</p> <p>Requires Bachelor's degree in appropriate discipline plus 30 years, or Master's with 27 years experience or Doctorate with 25 years experience.</p>
<b>Project Planner I</b>	<p><b>GENERAL SUMMARY</b>  Planning, organizing and coordinating resources to successfully complete project goals and objectives.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Develops project and project support planning documentation and provides oversight assessments of project management processes to determine effectiveness in selected areas.</li> <li>2. Researches and validates requirements that lead to the development and publication of various project management and administrative documents and reports.</li> </ol> <p>Requires Bachelor's degree in appropriate discipline plus 0 years of experience.</p>

Labor Category	Position Description
<b>Project Planner II</b>	<p>Same as Project Planner I</p> <p>Requires Bachelor's degree in appropriate discipline plus 5 years experience, or Master's with 3 years experience.</p>
<b>Project Planner III</b>	<p>Same as Project Planner II</p> <p>Requires Bachelor's degree in appropriate discipline plus 15 years experience, or Master's with 10 years experience or Doctorate with 7 years experience.</p>
<b>Project QA Engineer</b>	<p>Same as Senior QA Engineer</p> <p>Requires Bachelor's degree and a minimum of 6 years Quality Assurance and/or Quality Control experience</p>
<b>Project Specialist I</b>	<p><b>GENERAL SUMMARY</b></p> <p>Specialists are technical professionals who have specialty knowledge of the tools typically utilized by project managers in execution of a project.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Researches and validates requirements that lead to the development and publication of various project management and administrative documents and reports.</li> <li>2. Prepares, edits or modifies project documents to provide a clear figures, diagrams, models, and illustrations while understanding the technical terminology related to the documents.</li> <li>3. Compiles and logically organizes information to be included in documents such as calculations, specifications, formal reports etc., and extracts data from reference material, compiles, analyzes and prepares or helps prepare information for studies or reports.</li> <li>4. Develops all documentation to support assessments and participate as a subject matter expert on assess teams.</li> <li>5. Project schedules, project planning, project closeout, project documentation, project lessons learned</li> <li>6. Prepares Project management training and certification</li> <li>7. Configuration management, planning; identification, base line, change control, verification of configuration items,</li> <li>8. Requirements management planning</li> <li>9. Scheduling and earned value processes</li> </ol> <p>Requires BS/BA degree plus 0 years of experience, or Associates degree and 3 years experience in related project management functions.</p>
<b>Project Specialist II</b>	<p>Same as Project Specialist I</p> <p>Requires BS/BA degree plus 3 years experience in related project management functions.</p>

Labor Category	Position Description
Quality Manager	<p><b>GENERAL SUMMARY</b>  Directs, manages and performs a wide variety of tasks to facilitate the management and implementation of effective quality assurance programs, including development of QA programs and procedures, implementation and coordination of QA programs, and independent verification of compliance and effectiveness with applicable QA documents. Has extensive assurance experience and applies judgment toward solving complex issues.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Manage teams that develop, maintain, and update QA program documents.</li> <li>2. Coordinate QA program activities.</li> <li>3. Manage audits, surveillances, inspections and reviews.</li> <li>4. May perform other activities as assigned.</li> </ol> <p>Requires BS/BA degree plus 15 years experience in related QA functions.</p>
Quality Specialist I	<p><b>GENERAL SUMMARY</b>  Performs a variety of tasks to facilitate the management and implementation of effective quality assurance programs, including development of QA programs and procedures, implementation and coordination of QA programs, and independent verification of compliance and effectiveness with applicable QA documents.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Develop, maintain, update QA program documents such as QARD, Integrated Safety Management Quality Assurance Program, and implementing procedures</li> <li>2. Implement and coordinate QA program activities including documentation, indoctrination, and training</li> <li>3. Perform audits, surveillances, inspections and reviews</li> <li>4. May perform other activities as assigned</li> </ol> <p>Requires an Bachelor degree in a technical field or equivalent</p>
Quality Specialist II	<p>Same as Quality Specialist I</p> <p>Requires Bachelor degree in a technical field or equivalent, plus minimum of 3 years relevant QA experience</p>
Quality Specialist III	<p>Same as Quality Specialist II</p> <p>Requires Bachelor degree in a technical field or equivalent, plus a minimum of 5 years relevant QA experience</p>
Sr. Quality Specialist I	<p><b>GENERAL SUMMARY</b></p>

Labor Category	Position Description
	<p>Direct, manages and performs a wide variety of tasks to facilitate the management and implementation of effective quality assurance programs, including development of QA programs and procedures, implementation and coordination of QA programs, and independent verification of compliance and effectiveness with applicable QA documents. Has extensive quality assurance experience and applies judgment toward solving complex issues.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Lead teams involved in the develop, maintain, update QA program documents such as QARD, Integrated Safety Management Quality Assurance Program, and implementing procedures</li> <li>2. Implement and coordinate QA program activities including documentation, indoctrination, and training</li> <li>3. Perform audits, surveillances, inspections and reviews</li> <li>4. May perform other activities as assigned</li> </ol> <p>Requires an Bachelor degree in a technical field or equivalent, 10 years experience, a minimum of 5 of which are directly related QA experience</p>
<p><b>Sr. Quality Specialist II</b></p>	<p>Same as Sr. Quality Specialist I</p> <p>Requires an Bachelor degree in a technical field or equivalent, 13 years experience, a minimum of 8 of which are directly related QA experience</p>
<p><b>Sr. Quality Specialist III</b></p>	<p>Same as Sr. Quality Specialist II</p> <p>Requires an Bachelor degree in a technical field or equivalent, 15 years experience, a minimum of 10 of which are directly related QA experience</p>
<p><b>Safety Analysis/AB</b></p>	<p><b>GENERAL SUMMARY</b></p> <p>Tests and analyzes environments, equipment, chemicals or structures to ensure the safety of workers and civilians.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <p>Using a variety of tools, equipment and regulatory guidelines, safety analysts take measurements and samples, record data and inspect work areas or structures to ensure safety.</p> <p>Requires BS/BA degree plus 5 years experience in related project management functions.</p>
<p><b>Safety Representative</b></p>	<p><b>GENERAL SUMMARY</b></p> <p>Develops and implements project-specific health and safety plans. Responsible for ensuring all corporate, client, and regulatory health and</p>

Labor Category	Position Description
	<p>safety requirements are met on the project.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Develops project-specific health and safety plans</li> <li>2. Implements health and safety plans</li> <li>3. Audits compliance with corporate, client and regulatory health and safety requirements</li> <li>4. Provides health and safety training to project staff and clients</li> <li>5. Develops health and safety processes and procedures</li> <li>6. Reviews all project procedures from a health and safety standpoint</li> <li>7. May perform other duties as assigned.</li> </ol> <p>Requires Bachelor degree in a technical field or equivalent, and 3 years relevant health and safety experience.</p>
<b>Sr. Safety Representative</b>	<p>Same as Safety Representative I</p> <p>Requires a Bachelor degree in a technical field or equivalent and 5 years of relevant health and safety experience</p>
<b>Lead Scientist I</b>	<p><b>GENERAL SUMMARY:</b></p> <p>Serves as team scientist responsible for application of the scientific method to investigate the laws of natural, physical, and social phenomena and their application to problems in such fields as environmental science, engineering, and production.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Performs coordination, documentation, integration, and implementation of project findings.</li> <li>2. Responsible for application of the scientific method to investigate the laws of natural, physical, and social phenomena and their application to problems in such fields as environmental science, engineering, and production.</li> </ol> <p>Requires a master's degree in a related scientific or engineering discipline. Project scope will dictate required discipline, but examples include physicists, environmental scientists, chemists, geologists, etc. Minimum of eight years of general experience,</p>
<b>Lead Scientist II</b>	<p>Same as Scientist I.</p> <p>Requires a Ph.D. degree in a related scientific or engineering discipline and a minimum of 10 years general experience of which six years must be specialized experience within the related scientific, environmental, engineering, or production area. Project scope will dictate required discipline, but examples include physicists, environmental scientists, chemists, geologists, etc.</p>

Labor Category	Position Description
Sr. Scientist	<p><b>GENERAL SUMMARY:</b></p> <p>Serves as senior scientist and may fill role of project manager for complex technical projects.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Responsible for application of the scientific method to investigate the laws of natural, physical, and social phenomena and their application to problems in such fields as environmental science, engineering, and production.</li> </ol> <p>Requires a Ph.D. degree in a related scientific or engineering discipline. Minimum of 15 years of general experience, of which 12 years must be specialized experience within the related scientific, environmental, engineering, or production area. Project scope will dictate required discipline, but examples include physicists, environmental scientists, chemists, geologists, etc.</p>
Senior Engineer	<p>Same as Engineer I and II.</p> <p>Requires a Bachelors degree in a technical field or equivalent, and a minimum of 5 years experience.</p>
Senior Program Executive	<p><b>GENERAL SUMMARY</b></p> <p>Senior company executive with substantial defense, environmental or management expertise.</p> <p>Requires minimum of bachelor's degree and 25 years experience. Applies extensive expertise and experience to solve complex problems for the company and our clients. Recognized as a national expert in his/her field</p>
Senior Project Engineer	<p><b>General/Specialized Experience:</b> Minimum of 15 years of general experience, of which 12 years must be specialized experience within the related environmental, engineering, or production area.</p> <p><b>Functional Responsibility:</b> Serves as senior project engineer, and may fill role of project manager for complex technical projects. Responsible for application of physical laws and principles for the development and use of machines, materials, instruments, structures, processes, and services.</p> <p><b>Minimum Education:</b> A master's degree in applicable engineering discipline. Project scope will dictate required discipline, but examples include nuclear, chemical, environmental, civil, quality control, safety, and mechanical, etc.</p> <p><b>Certifications:</b> PE certification in related discipline and/or successful completion of specialized technical training courses is required.</p>
Senior QA Engineer	<p><b>General Summary</b></p> <p>Evaluates, selects, and applies standard professional techniques, procedures, and criteria in complying with established Quality Assurance programs and plans. Develops and implements Quality Assurance Project Plans. Ensures projects adhere to Navarro and/or client Quality</p>

Labor Category	Position Description
	<p>Assurance requirements, in Quality Assurance Requirements Documents (QARD) (if any).</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Implements Quality requirements at the project level</li> <li>2. Assists in project assessments, reviews, and analysis</li> <li>3. Support data validation activities</li> <li>4. Provide advice to Project/Program Managers and clients as requested</li> <li>5. May perform other duties as assigned.</li> </ol> <p>Requires Bachelor's degree and a minimum of 4 years Quality Assurance and/or Quality Control experience</p>
<p><b>Senior Systems Analyst I</b></p>	<p><b>GENERAL SUMMARY</b></p> <p>Performs a variety of program and project assignments including supporting, operating and maintaining computer systems, networks, telecommunications, and cyber security. Provides database administration support, including database design, creation and maintenance, and query and report development in support of other MOBIS tasks.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Provides organizational assessments of client IT organizations</li> <li>2. Creates queries and reports to summarize and organize data in support of business and organizational decision making (summary of surveys, etc.)</li> <li>3. Applies information technology to solve business and organizational issues (strategic planning, performance measures, etc.)</li> <li>4. May perform other activities as assigned</li> </ol> <p>Requires a Bachelor's degree in business, computer science, engineering, or related scientific field or equivalent, plus 4 years relevant experience</p>
<p><b>Senior Systems Analyst II</b></p>	<p>Same as Senior Systems Analyst I</p> <p>Requires a Bachelor's degree in business, computer science, engineering, or related scientific field or equivalent, plus 6 years relevant experience</p>
<p><b>Senior Systems Analyst III</b></p>	<p>Same as Senior Systems Analyst II</p> <p>Requires a Bachelor's degree in business, computer science, engineering, or related scientific field or equivalent, plus 8 years relevant experience</p>
<p><b>Specialized</b></p>	<p><b>GENERAL SUMMARY</b></p>

Labor Category	Position Description
<b>Engineer I</b>	<p>Responsible for assigned activities within a specialized engineering discipline in support of nuclear facility design, operation and/or maintenance. Applies specific knowledge of engineering principles and practices in the preparation of complex engineering analyses. Includes specialized mechanical, electrical, civil, structural, fire protection, industrial, and nuclear engineers. Level I relies on limited experience and judgment to plan and accomplish goals.</p> <p>Requires Bachelor of Science degree in engineering or science plus 2 years experience.</p>
<b>Specialized Engineer II</b>	<p><b>GENERAL SUMMARY</b></p> <p>Responsible for assigned activities within a specialized engineering discipline in support of nuclear facility design, operation and/or maintenance. Applies specific knowledge of engineering principles and practices in the preparation of complex engineering analyses. Includes specialized mechanical, electrical, civil, structural, fire protection, industrial, and nuclear engineers.</p> <p>Requires Bachelor of Science degree in engineering or science plus 5 years experience or a Master of Science degree in engineering or science and 2 years experience. Professional Engineer license desired.</p>
<b>Specialized Engineer III</b>	<p><b>GENERAL SUMMARY</b></p> <p>Responsible for assigned activities within a specialized engineering discipline in support of nuclear facility design, operation and/or maintenance. Applies specific knowledge of engineering principles and practices in the preparation of complex engineering analyses. Includes specialized mechanical, electrical, civil, structural, fire protection, industrial, and nuclear engineers.</p> <p>Requires Bachelor of Science degree in engineering or science plus 9 years experience or a Master of Science degree in engineering or science and 6 years experience. Professional Engineer license desired.</p>
<b>Specialized Engineer IV</b>	<p><b>GENERAL SUMMARY</b></p> <p>Responsible for assigned activities within a specialized engineering discipline in support of nuclear facility design, operation and/or maintenance. Applies specific knowledge of engineering principles and practices in the preparation of complex engineering analyses. Includes specialized mechanical, electrical, civil, structural, fire protection, industrial, and nuclear engineers. Level IV relies on extensive experience and judgment to plan and accomplish goals.</p> <p>Requires Bachelor of Science degree in engineering or science plus 13 years experience or a Master of Science degree in engineering or science and 10 years experience. Professional Engineer license desired.</p>

Labor Category	Position Description
<b>Specialized Engineer V</b>	<p><b>GENERAL SUMMARY</b></p> <p>Responsible for assigned activities within a specialized engineering discipline in support of nuclear facility design, operation and/or maintenance. Applies specific knowledge of engineering principles and practices in the preparation of complex engineering analyses. Includes specialized mechanical, electrical, civil, structural, fire protection, industrial, and nuclear engineers. Level V relies on extensive experience and judgment to plan and accomplish goals.</p> <p>Requires Bachelor of Science degree in engineering or science plus 17 years experience or a Master of Science degree in engineering or science and 15 years experience. Professional Engineer license desired.</p>
<b>Structural Engineer I</b>	<p><b>GENERAL SUMMARY</b></p> <p>Apply technical and scientific knowledge in order to develop studies, evaluations, specifications, reports, design descriptions, and other engineering technical service documents.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <p>In general terms an Engineer performs engineering tasks utilizing best practices and standard techniques.</p> <ol style="list-style-type: none"> <li>1. Performs and reviews calculations and specialized analyses.</li> <li>2. Gathers, correlates, and interprets technical data.</li> <li>3. Independently performs technical analysis and engineering studies to develop solutions for projects in accordance with applicable Federal, State and Local codes and standards.</li> <li>4. Independently prepares, specifications, engineering analyses, reports, design descriptions, and other technical documents. Evaluates suppliers and materials to ensure compliance to authorized design documentation.</li> <li>5. Prepares purchase requisitions, specifications and other related procurement documentation.</li> <li>6. Coordinates assigned work with other technical personnel.</li> </ol> <p>Requires Bachelor's degree in appropriate discipline plus 0 years of experience.</p>
<b>Structural Engineer II</b>	<p>Same as Structural Engineer I</p> <p>Requires Bachelor's degree in appropriate discipline plus 5 years experience, or Master's with 3 years experience.</p>
<b>Structural Engineer III</b>	<p>Same as Structural Engineer II</p> <p>Requires Bachelor's degree in appropriate discipline plus 15 years of experience, or Master's with 10 years experience or Doctorate with 7 years experience.</p>
<b>Technical Subject Matter Expert</b>	<p><b>GENERAL SUMMARY</b></p> <p>Provides consulting services to senior managers, professional staff, and</p>

Labor Category	Position Description
	<p>policy makers in accordance with or directly related to environmental technical issues, and provides information technologies interface with environmental focus areas.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Formulates general methodologies to be followed in developing architectures, design, and upgrades for programs and systems.</li> <li>2. Formulates and implements proven methodologies for research and analyses of IT policies, programs, and processes.</li> <li>3. Performs strategic policy analyses and recommends process and policy improvements.</li> </ol> <p>Requires a Master's degree in a related discipline. Minimum of 16 years of general experience, of which 12 years must be specialized experience within the related technical area including program management.</p>
<p><b>Technical Work Manager I</b></p>	<p><b>GENERAL SUMMARY</b> Supervises and monitors the daily work activities of employees who provide technical support for engineering and engineering research.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Establishes work plans/schedules, resolves technical issues, reviews and approves workflow documentation.</li> <li>2. Serves as a primary point of contact for all work. Coordinates work efforts with other functional support entities, such as Procurement, Environmental groups, etc.</li> <li>3. Provides cross-discipline technical knowledge of engineering work, procedures, standards and requirements.</li> <li>4. Integrates technical support activities to ensure overall goals and deliverables are met. Identifies and resolves work process issues.</li> </ol> <p>Requires high school diploma or G.E.D. and 4 years of experience in engineering technical support or engineering technology.</p>
<p><b>Technical Work Manager II</b></p>	<p><b>GENERAL SUMMARY</b> Supervises and monitors the daily work activities of employees who provide technical support for engineering and engineering research.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Establishes multiple-team work plans/schedules, resolves complex work issues, develops and implements workflow processes.</li> <li>2. Acts as primary interface for all engineering/technical matters.</li> <li>3. Participates as a member of the management team.</li> <li>4. Serves as a technical representative/liaison for the group/division.</li> <li>5. Manages technical support activities to ensure group/division</li> </ol>

Labor Category	Position Description
	<p>goals and deliverables are met.</p> <p>6. Leads team in executing strategy and objectives for the organization.P</p> <p>Requires Associates degree and 6 years of experience in an engineering technology discipline.</p>
<p><b>Technical Writer I</b></p>	<p><b>GENERAL SUMMARY</b>            Preparing, planning, organizing, controlling, administering activities associated with the day-to-day business goals of the organization, project or task. Typically involves aspects such as correspondence control; organization and maintenance of documents, records, and files; preparing reports, correspondence, and agendas; and assisting others to accomplish tasks.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Prepares, edits or modifies technical documents to provide a clear and concise text.</li> <li>2. Understands technical terminology related to Engineering, Construction or Operation and Maintenance and possesses the ability to become familiar with a technical process or product.</li> <li>3. Compiles and logically organizes information to be included in documents such as calculations, specifications, formal reports etc.</li> <li>4. Demonstrates effective oral, analytical, written, and communication skills.</li> <li>5. Assists with the writing/revision of all types of documents, to include specifications, engineering work plans and other technical documents.</li> </ol> <p>Requires Bachelor's degree in appropriate discipline plus 0 years of experience.</p>
<p><b>Technical Writer II</b></p>	<p>Same as Technical Writer I</p> <p>Requires Bachelor's degree in appropriate discipline plus 5 years experience.</p>
<p><b>Technical Writer III</b></p>	<p>Same as Technical Writer II</p> <p>Requires Bachelor's degree in appropriate discipline plus 10 years experience.</p>
<p><b>Technical Writer/Editor</b></p>	<p><b>GENERAL SUMMARY</b>            Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. May be responsible for coordinating the display of graphics and production of documents.</li> </ol>

Labor Category	Position Description
	<p>2. A wide degree of creativity and latitude is expected.</p> <p>Requires a Bachelor's degree. Minimum of four years of general experience, including experience in an environmental and/or engineering technical environment.</p>
<b>Technician I</b>	<p><b>GENERAL SUMMARY</b> Provides a variety of tasks that are broad in nature and relate to technical and management support of Navarro's clients. Includes diverse support activities such as spreadsheet development, word processing, presentation preparation, and supporting field activities.</p> <p><b>FUNCTIONAL RESPONSIBILITIES</b></p> <ol style="list-style-type: none"> <li>1. Under supervision, performs surveys, creates spreadsheets, and other document management activities.</li> <li>2. Supports the planning and performance of technical and management tasks.</li> <li>3. Supports the technical activities related to the development and integration and testing of a project assigned to higher level staff.</li> <li>4. Works under the supervision of team leader or project manager</li> <li>5. May perform other duties as assigned.</li> </ol> <p>Requires a high school diploma and a minimum of 3 years relevant experience.</p>
<b>Technician II</b>	<p>Same as Technician I</p> <p>Requires a high school diploma and a minimum of 6 years relevant experience</p>

For all Navarro positions, experience may be used in lieu of education. One year experience shall substitute for one year of education. For example, an employee with no degree may meet the requirement of a bachelor's degree by utilizing 4 years of experience. An employee with an associate's degree may meet the requirement of a bachelor's degree by utilizing their associates degree plus two years experience. Master's degree requirement may be met by utilizing 6 years experience if no degree; an associates plus 4 years experience; or a bachelor's degree plus 2 years experience. Ph.D. requirements may be met with eight years of experience with no degree; an Associate's degree plus 6 years experience; a bachelor's degree plus 4 years experience; or a master's degree plus 2 years of experience. Any experience utilized to fulfill educational requirements cannot also count towards the position's required number of years of experience. Engineers, Scientists, and Technical Subject Matter Experts cannot use experience to fulfill the requirement for a Bachelors Degree.

**\*\* Service Contract Act (SCA) Matrix**

<b>SCA Matrix</b>		
<b>SCA Eligible Contract Labor Category</b>	<b>SCA Equivalent Code - Title</b>	<b>WD Number</b>
Administrative Assistant I	01113 - General Clerk III	2015-4644
Administrative Assistant II	01020 - Administrative Assistant	2015-4644
Administrative Assistant III	01020 - Administrative Assistant	2015-4644
Administrative Assistant IV	01020 - Administrative Assistant	2015-4644
Administrative Assistant	01312 - Secretary II	2015-4644
Administrator I	01311 - Secretary I	2015-4644
Administrator II	01312 - Secretary II	2015-4644
Administrator III	01313 - Secretary III	2015-4644
Design/Drafter Technician I	30061 - Drafter/CAD Operator I	2015-4644
Design/Drafter Technician II	30062 - Drafter/CAD Operator II	2015-4644
Design/Drafter Technician III	30063 - Drafter/CAD Operator III	2015-4644
Design/Drafter Technician IV	30064 - Drafter/CAD Operator IV	2015-4644
Design/Drafter Technician V	30064 - Drafter/CAD Operator IV	2015-4644
Technician I	30081 - Engineering Technician I	2015-4644
Technician II	30082 - Engineering Technician II	2015-4644
Engineering Technologist I	30081 - Engineering Technician I	2015-4644
Engineering Technologist II	30082 - Engineering Technician II	2015-4644
Engineering Technologist III	30083 - Engineering Technician III	2015-4644

The Service Contract Labor Standards, formerly the Service Contract Act (SCA), apply to this contract and it includes SCLS applicable labor categories. Labor categories and fixed price services marked with a (\*\*) in this pricelist are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCLS/SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e., nationwide).