



**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 GSAAAdvantage®, a menu-driven database system. The INTERNET address for GSAAAdvantage!@is: GSAAAdvantage.gov.

**Multiple Award Schedule  
Contract Number: GS-00F-022CA**

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at <http://www.gsa.gov/schedules-ordering>.

**Contract Period:** January 15, 2015 through January 14, 2025



**LEIDOS, INC.  
11951 Freedom Drive  
Reston, VA 20190**

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<https://www.leidos.com/company/contract-vehicles>

**Business Size:** Large Business

Mod A812 (MAS Consolidation)  
Price List Effective Date: 13 March 2020

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## Customer Information

### 1a.Special Item Numbers:

See pages 8 – 16 for SINS detailed description of the SINS.

<u>SIN</u>	<u>Recovery</u>	<u>SIN Description</u>
541611	541611 RC	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
562910REM	562910REM RC	Environmental Remediation Services
541620	541620 RC	Environmental Consulting Services
562112	562112 RC	Hazardous Waste Disposal Services
541930	541930 RC	Translation and Interpretation Services
541614	541614 RC	Deployment, Distribution and Transportation Logistics Services
541614SVC	541614SVC RC	Supply and Value Chain Management
512110	512110 RC	Video/Film Production
541430	541430 RC	Graphic Design Services
541511	541511 RC	Web Based Marketing
541613	541613 RC	Marketing Consulting Services
541810	541810 RC	Advertising Services
541820	541820 RC	Public Relations Services
541850	541850 RC	Exhibit Design and Advertising Services
541910	541910 RC	Marketing Research and Analysis
541922	541922 RC	Commercial Photography Services
561920	561920 RC	Conference, Meeting, Event and Trade Show Planning Services
541420	541420 RC	Engineering System Design and Integration Services
541715	541715 RC	Engineering Research and Development and Strategic Planning
541330ENG	541330ENG RC	Engineering Services
541370GIS	541370GIS RC	Geographic Information Systems (GIS) Services
611430	611430 RC	Professional and Management Development Training
611512	611512 RC	Flight Training
541380	541380 RC	Testing Laboratories
561210FS	561210FS RC	Facilities Support Services

### 1b.Price list and rates:

See pages 17 - 38 for a list of labor categories and rates by contract year.

### 1c. Labor Category descriptions and qualifications:

See pages 41- 89 for specific labor qualification.

### 2. Maximum Order:

\$1,000,000. Reference page 6.

### 3. Minimum Order:

\$100.00

### 4. Geographic Coverage (delivery area):

Leidos worldwide locations.

**5. Point(s) of Production (city, county, and State or foreign country):**

Leidos worldwide locations.

**6. Discount from List Prices or Statement of Net Price:**

All prices herein are net.

**7. Quantity Discounts:**

None. Discounts may be negotiated at the task order level.

**8. Prompt Payment Terms:**

0% net 30 days. Discounts may be negotiated at the task order level.

Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

**9a. Notification that Government purchase cards are accepted at or below the micro-purchase threshold.**

Government commercial credit cards are accepted for orders below the micro-purchase threshold.

**9b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold.**

Government commercial credit cards are accepted for orders above the micro-purchase threshold.

**10. Foreign Items (list items by country of origin):**

None.

**11a. Time of Delivery (Contractor insert number of days):**

Time of delivery is specified in negotiated task orders.

**11b. Expedited Delivery:**

Not applicable.

**11c. Overnight and 2 Day Delivery:**

Not applicable.

**11d. Urgent Requirements:**

Not applicable.

**12. F.O.B. Point(s):**

GS-00F-022CA

Destination.

**13a. Ordering Address:**

Leidos, Inc.  
Attention: Michelle Matthew  
11951 Freedom Drive  
Reston, VA 20190  
Phone: 571-526-7305  
Email: GSAPMO@leidos.com

**13b. Ordering Procedures:**

For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs) are found in Federal Acquisition Regulation (FAR) 8.405-3.

**14. Payment Address:**

Should Electronic Funds Transfer (EFT) payment be available, Leidos, Inc., requests that the EFT remittance be specified as follows:

Leidos, Inc. Citibank, N.A.  
New York, NY 10043 Account # 30547584  
ABA No. 021000089

Should EFT not be available, the remittance address is:

Leidos, Inc.  
P.O. Box 223058  
Pittsburgh, PA 15251-2058

Reference Information for all checks: The name of the customer making payment, the contract number/delivery order number, the invoice number and, if available, project number.

**15. Warranty Provision:**

Standard Commercial Warranty.

**16. Export Packaging Charges:**

Not applicable.

**17. Terms and Conditions of Government Purchase Card Acceptance (any thresholds above the micro-purchase level):**

Leidos accepts government purchase cards in accordance with government purchase card program guidelines. Contact Contractor's Representative for credit card acceptance of orders above the micro-purchase threshold.

**18. Terms and conditions of rental, maintenance, and repair:**

Not applicable.

**19. Terms and conditions of installation:**

Not applicable.

**20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices:**

Not applicable.

**20a. Terms and conditions for any other services:**

Not applicable.

**21. List of service and distribution points:**

Not applicable.

**22. List of participating dealers:**

Not applicable.

**23. Preventive maintenance:**

Not applicable.

**24a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants):**

Not applicable.

**24b If applicable, indicate that Section 508 compliance information 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/):**

If applicable, Section 508 compliance information on the supplies and services in this contract are available in Electronic and Information Technology (EIT) at the following web site: [www.Section508.gov/](http://www.Section508.gov/)

**25. Data Universal Number System (DUNS) number:**

967488581.

**26. Notification regarding registration in The System for Award Management:**

Leidos is registered in SAM.

## Company Overview

Leidos is a FORTUNE 500® science engineering and information technology company that provides services and solutions in the defense, intelligence, civil and health markets. We bring domain specific capability and innovations to customers in each of these markets by leveraging seven core capabilities: cyber, digital modernization, integrated systems, mission software systems, mission support, operations and logistics, and sensors, collection and phenomenology. Applying our technically advanced solutions to help solve our customers' most difficult problems has enabled us to build strong relationships with key customers. Our domestic customers include the US. Department of Defense ("DOD"), the U.S. Intelligence Community, the U.S. Department of Homeland Security ("DHS"), the Federal Aviation Administration ("FAA"), the Department of Veterans Affairs ("VA") and many other U.S. government civilian agencies, as well as state and local government agencies. With a focus on delivering mission critical solutions, Leidos generated 87% of fiscal 2019 revenues from U.S. Government contracts. Building on our foundation of offering innovative services and solutions the U.S. government customers, Leidos serves international government and select commercial markets. Our international customers include foreign governments and their agencies, primarily located in Australia and the United Kingdom ("U.K."). By leveraging expertise in multiple disciplines, tailoring our services and solutions to the particular needs of our target markets and using advanced analytics, we work to securely deliver services and solutions that not only meet customers' current goals, but also support their future missions.

## Leidos Multiple Award Schedule Overview

Federal agencies can use the Multiple Award Schedule to issue a task order to a single company to perform a requirement that includes services falling within the scope of multiple SIN Groups. This Leidos Multiple Award Schedule offers services under Large Categories Professional Services, Facilities and Scientific Management and Solutions. The specific Subcategories are Language Services, Marketing and Public Relations, Technical and Engineering Services (non-IT), Testing and Analysis, Business Administrative Services, Logistical Services, Training, Facilities Services, and Environmental Services.

## Contract Clauses

GSA multiple award schedule contracts are awarded in accordance with the provisions of Federal Acquisition Regulation Part 12 – Acquisition of Commercial Items. As much as possible, GSA multiple award schedule contracts include only those clauses required, either to implement provisions of law or executive orders applicable to the acquisition of commercial items or determined to be consistent with customary commercial practice. Ordering agencies may incorporate provisions in their task orders that are essential to their specific requirements (e.g., security, hazardous material handling, key personnel) provided they do not conflict with the terms and conditions of the contract. These provisions, when required, must be included in the individual task order, and any costs necessary to comply with the provision(s) will be included in the task order proposal price estimate, unless otherwise prohibited by law. For a list of clauses and terms and conditions included in the Multiple Services Schedule contract, select the applicable Schedule at <http://www.gsaelibrary.gsa.gov/ElibMain/home.do> and view GSA Contracts Online, or contact the Leidos Multiple Services Schedule points of contact.

## Orders Exceeding the Maximum Order Threshold (MOT)

All GSA MAS contracts contain a price point called a maximum order threshold. This threshold is not a ceiling on an order size; rather, it is a point where the contractor must honor any order exceeding that amount unless that order is returned to the ordering agency within 7 days after issuance.

## Blanket Purchase Agreements

Ordering activities may establish blanket purchase agreements under any GSA schedule contract. A GSA schedule blanket purchase agreement simplifies the filling of recurring needs for supplies or services, while leveraging a customer's buying power by taking advantage of quantity discounts, thus saving administrative time and reducing paperwork.

Blanket purchase agreements are established in accordance with the procedures in Federal Acquisition Regulation Part 8.405-3. An ordering activity may request a price reduction based on the total estimated volume of the blanket purchase agreement, regardless of the size of individual orders. Blanket purchase agreements may be established with one or more scheduled contractors at the discretion of the ordering activity. When establishing multiple blanket purchase agreements, the ordering activity must specify the procedures for placing orders under the blanket purchase agreements. A GSA schedule blanket purchase agreement should not exceed five years in length, but may do so to meet program requirements. A blanket purchase agreement may extend beyond the current term of its GSA schedule contract, so long as there are option periods in the GSA schedule contract that, if exercised, will cover the blanket purchase agreement's period of performance.

## Contractor Team Arrangements

Contractor Team Arrangements are encouraged under the Federal Supply Schedules Program. Under a Contractor Team Arrangement (CTA), two or more GSA Schedule contractors work together, by complementing each other's capabilities, to offer a total solution to meet an ordering activity's requirement rather than ordering activity making separate buys for each part of a requirement. The CTA combines the supplies and/or services from the team members' separate GSA Schedule contracts. It permits contractors to compete for orders for which they may not independently qualify. A customer benefits from a CTA by buying a solution rather than making separate buys from various contractors. Contractor Team Arrangements provide a "win-win" situation for both GSA Schedule contractors and ordering activities. For additional information, reference GSA's website at <http://www.gsa.gov/portal/content/200553> or contact the Leidos Multiple Services Schedule Program Management Office.

## Subcontracting to Small Business

Recognizing both the social and economic benefits, Leidos is committed to the maximum practicable use of small, HUBZone small, small disadvantaged and women-owned small business concerns as subcontractors.

## Special Item Number (SIN) Descriptions

### ➤ **Large Category: Miscellaneous**

#### Complimentary Special Item Numbers (SINs)

##### ***SIN OLM***

##### ***Order-Level Materials***

OLMs are supplies and/or services acquired in direct support of an individual task or delivery order placed against a Schedule contract or BPA. OLM pricing is not established at the Schedule contract or BPA level, but at the order level. Since OLMs are identified and acquired at the order level, the ordering contracting officer (OCO) is responsible for making a fair and reasonable price determination for all OLMs.

OLMs are procured under a special ordering procedure that simplifies the process for acquiring supplies and services necessary to support individual task or delivery orders placed against a Schedule contract or BPA. Using this new procedure, ancillary supplies and services not known at the time of the Schedule award may be included and priced at the order level.

OLMs are:

- Purchased under the authority of the FSS Program
- Unknown until an order is placed
- Defined and priced at the ordering activity level in accordance with GSAR clause 552.238-115 Special Ordering Procedures for the Acquisition of Order-Level Materials. (Price analysis for OLMs is not conducted when awarding the FSS contract or FSS BPA; therefore, GSAR 538.270 and 538.271 do not apply to OLMs)
- Only authorized for use in direct support of another awarded SIN.
- Only authorized for inclusion at the order level under a Time-and-Materials (T&M) or Labor-Hour (LH) Contract Line Item Number (CLIN)
- Subject to a Not To Exceed (NTE) ceiling price

OLMs are not:

- "Open Market Items."
- Items awarded under ancillary supplies/services or other direct cost (ODC) SINs (these items are defined, priced, and awarded at the FSS contract level)

OLM Pricing:

- Prices for items provided under the Order-Level Materials SIN must be inclusive of the Industrial Funding Fee (IFF).
- The value of OLMs in a task or delivery order, or the cumulative value of OLMs in orders against an FSS BPA awarded under an FSS contract, cannot exceed 33.33%.

## ➤ Large Category: Facilities

### Facilities Services

#### ***SIN 561210FS & 561210FS RC Facilities Support Services***

Providing operating staff to perform a combination of support services within an agency's facilities that include planning, designing, managing, operating and maintaining reliable and efficient systems, equipment, facilities and logistics infrastructures to improve equipment and logistics performance, and reduce life cycle costs.

Examples include providing a combination of services, such as complete turnkey operations, maintenance and support services, Base facilities operation support services (excluding computer operations), depot maintenance, preventative maintenance planning, fleet/property management and maintenance, mobile utility support equipment operation, maintenance and repair, strategic account/project management, integrated facility management and operations management support., janitorial, maintenance, trash disposal, guard and security, mail routing, reception, laundry, and related services to support operations within facilities.

## ➤ Large Category: Scientific Management and Solutions

## **Testing and Analysis**

### ***SIN 541380 & 541380 RC - Testing Laboratories***

Includes testing laboratory services and veterinary, natural, and life sciences; testing services and laboratories; and other professional, scientific, and technical consulting services.

Testing and services include, but are not limited to: physical, chemical, analytical, or other testing services; quality assurance; fire safety inspections; training; safety audits; relying upon experimental, empirical, quantifiable data, relying on the scientific method, and professional services, tasks, and labor categories in the fields of biology, chemistry, physics, earth sciences, atmospheric science, oceanography, materials sciences, mathematics, geology, astronomy, veterinary medicine, statistics, systems science, etc., (excludes social and behavioral sciences).

Examples of labor categories include, but are not limited to, Scientific Researchers, Biologists, Physicists, Mathematicians, Statisticians, Research Engineers, Meteorologists, Lab Technicians, Veterinarians and Veterinary Services, Chemists, Biochemical Engineers, Research Nurses.

## **➤ Large Category: Professional Services**

### **Business Administrative Services**

#### ***SIN 541611 & 541611 RC - Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services***

Provide operating advice and assistance on administrative and management issues. Examples include: strategic and organizational planning, business process improvement, acquisition and grants management support, facilitation, surveys, assessment and improvement of financial management systems, financial reporting and analysis, due diligence in validating an agency's portfolio of assets and related support services, strategic financial planning, financial policy formulation and development, special cost studies, actuarial services, economic and regulatory analysis, benchmarking and program metrics, and business program and project management.

Inherently Governmental services as identified in FAR 7.503 or by the ordering agency are prohibited. It is the responsibility of the Contracting Officer placing the order to make this determination. Ordering activities must require prospective contractors to identify potential conflicts of interest and address those, prior to task order award.

Personal services as defined in FAR 37.104 are prohibited.

### **Environmental Services**

#### ***SIN 562910REM & 562910REM RC - Environmental Remediation Services***

Remediation services include site preparation, characterization, field investigation, conservation and closures, emergency response cleanup (ERC), underground storage tank/above-ground storage tank (UST/AST) removal, air monitoring, soil vapor extraction, stabilization/solidification, bio-venting, carbon absorption, containment, monitoring and/or reduction of hazardous waste sites, unexploded ordnance removal, and remediation-related laboratory testing (e.g., biological, chemical, physical, pollution and soil testing). Reclamation services include: creating new land from sea or riverbeds, wetland restoration, and restoring areas to a more natural state (e.g., after pollution, desertification, or salinization have made it unusable).

NOTE: Services offered under this scope shall not include any remediation/transportation/disposal of radioactive waste, asbestos and/or paint abatement, radon mitigation, or construction and architect-engineer services as set forth in FAR Part 36 (including construction, alteration or repair of buildings, structures, or other real property). This SIN does not include Davis-Bacon work as defined in Federal

Acquisition Regulation Subpart 22.4. Ordering agencies must ensure the work being required is not covered by the Davis-Bacon Act

***SIN 541620 & 541620 RC - Environmental Consulting Services***

Services include providing advice and assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, and hazardous materials; Endangered species, wetland, watershed, and other natural resource management plans; Archeological and/or cultural resource management plans. This includes identifying problems (e.g., inspect buildings for hazardous materials), measure and evaluate risks, and recommend solutions. Multi-disciplined staff of scientists, engineers, and other technicians with expertise in areas, such as air and water quality, asbestos contamination, remediation, ecological restoration, and environmental law such as Planning and Documentation Services for the development, planning, facilitation, coordination, and documentation of and/or for environmental initiatives (or mandates such as Executive Order 13693 in areas of chemical, radiological, and/or hazardous materials; ISO 14001 Environmental Management System (EMS) and sustainable performance measure development; Environmental Assessment (EA) and Environmental Impact Statement (EIS) preparation under the National Environmental Policy Act (NEPA).

***SIN 562112 & 562112 RC - Hazardous Waste Disposal Services***

Services include, but are not limited to: Management and oversight of Hazardous Material (HAZMAT) disposal operations, and management, oversight and recycling of universal waste (e.g., batteries, cell phones, cathode ray tubes (CRTs), and compact fluorescent light bulbs (CFLs)). This includes reuse assessments and inventory, destruction, inventory transfer and/or disposal after compliance with GSA Office of Personal Property Management requirements outlined in Federal Management Regulations 101-42, 102-36, and 102-37 (as applicable). Examples of types of material waste services include, but are not limited to: Solid waste, industrial waste, mining waste, and oilfield waste (e.g., drill cuttings); Liquid waste (e.g., wastewater containing less than 1% solids); Excess inventory; Surplus inventory; Non-hazardous materials that pose no immediate threat to human health and the environment, excluding household waste (e.g., routine refuse collection and disposal); Hazardous materials and/or those that contain leachable toxic components; Plastics such as acrylic, nylon, high-density polyethylene (HDPE) and low-density polyethylene (LDPE); Confiscated materials; and Construction debris such as asphalt, drywall and/or metal.

NOTE: Services offered under this scope shall NOT include any transportation / disposal of radioactive waste, asbestos and/or paint abatement, radon mitigation.

**Language Services**

***SIN 541930 & 541930 RC - Translation and Interpretation Services***

Services include translating written material, interpreting speech from one language to another, and services to facilitate communication with and by persons who are visually or hearing impaired. Services provided must include communication from a source language to a target language.

Examples include interpretation of oral communication to and from English and native Foreign Language including Simultaneous, Consecutive, Escort, Community, Telephonic and Voiceovers; Collecting, translating / interpreting and delivering mission related data; performing data analysis of translated materials; cultural consulting and role-playing; Title III monitoring, transcriptions and intercepts; preparing related reports and assessments; forensic processing; screening / gisting; related project / program management and control for linguist screening and, recruitment; logistical coordination; site supervision and quality control of all related services. Sign Language Services include ASL/English, Manually Coded English, Pidgin Signed English (PSE), Contact Sign; International Sign. Other services include closed captioning, voice-overs, textbook or audio script translation, website (HTML) and online document translation with typesetting services, telephone Services (TDD and TTY), deaf interpreting, tactile, transcription of braille documents and captioning services, cued English transliteration, and Section 508 compliant language services.

NOTE: Linguists with security clearances are included in the above-mentioned services.

### **Logistical Services**

#### ***SIN 541614 & 541614 RC - Deployment, Distribution and Transportation Logistics Services***

Services include the following: Deployment Logistics such as contingency planning, identifying/utilizing regional or global resources, integrating public/private sector resources, inventory/property planning, movement, storage, end-to-end industrial relocation/expansion services, and deploying communications and logistics systems to permit rapid deployment and management of supplies and equipment; Distribution and Transportation Logistics Services such as Planning and designing, implementing, or operating systems or facilities for the movement of supplies, equipment or people by road, air, water, rail, or pipeline.

#### ***SIN 541614SVC & 541614SVC RC - Supply and Value Chain Management***

Includes supply and value chain management, which involves all phases of the planning, acquisition, and management of logistics systems.

### **Marketing and Public Relations**

#### ***SIN 512110 & 512110 RC - Video/Film Production***

Services include writing, directing, shooting, arranging for talent / animation, narration, music and sound effects, duplication, distribution, video scoring, and editing.

Videotape and film production services will be provided to inform the public and Government agencies about the latest products, services, and/or issues in various outputs such as: industry standard formats, accessibility and video streaming development. Filming in studios, on location, live shows or events may also be required.

NOTE: Any commissions received for media placement will either (a) be returned to the ordering agency or (b) applied as a credit to the cost of the project, whichever the ordering agency prefers.

#### ***SIN 541430 & 541430 RC - Graphic Design Services***

Services include planning, designing, and managing the production of visual communication in order to convey specific messages or concepts, clarify complex information, or project visual identities.

These services can include the design of printed materials, packaging, advertising, signage systems, and corporate identification (logos) and can include commercial artists engaged exclusively in generating drawings and illustrations requiring technical accuracy or interpretative skills

Examples include commercial art, graphic design, special effects services that educate the consumer market about product(s) and/or service(s); updating, rewriting, and/or editing preexisting materials: developing conceptual design and layouts, creating sketches, drawings, publication designs, and typographic layouts; and furnishing custom or stock artwork (including electronic artwork).

NOTE: Any commissions received for media placement, conference planning, etc. will either (a) be returned to the ordering agency or (b) applied as a credit to the cost of the project, whichever the ordering agency prefers.

#### ***SIN 541511 & 541511 RC - Web Based Marketing***

Services include, but are not limited to writing, modifying, testing, and supporting software to meet the needs of a particular customer. This can include website design and maintenance services, search engine development, email marketing, interactive marketing, web based advertising (including marketing and social media outlets), webcasting, video conferencing via the web, section 508 compliance, including captioning services, online media management; and related activities to web based services.

Media will be provided in a format that is compatible with the ordering agency's software requirements. Continual website updates and maintenance may also be required.

NOTE: Any commissions received for media placement, conference planning, etc. will either (a) be returned to the ordering agency or (b) applied as a credit to the cost of the project, whichever the ordering agency prefers.

***SIN 541613 & 541613 RC - Marketing Consulting Services***

Services include providing operating advice and assistance on marketing issues, such as developing marketing objectives and policies, sales forecasting, marketing planning and strategy, and development of multi-media campaigns. Services relating to providing assistance with challenges, contests, and competitions, such as providing marketing and advertising support, assistance with conducting the challenge / contest / competition, facilitating events; and supporting the judging of events are included. The challenge / contest / competition may be to identify a solution to a particular problem or to accomplish a particular goal. Prizes or other incentives may be offered by customers to find innovative or cost-effective solutions to improving open government. Solutions may be ideas, designs, proofs of concept or finished products. SIN 541810ODC must be used in conjunction with the payment for prizes or other incentives.

NOTE: Any commissions received for media placement, conference planning, etc. will either (a) be returned to the ordering agency or (b) applied as a credit to the cost of the project, whichever the ordering agency prefers.

***SIN 541810 & 541810 RC - Advertising Services***

Services provided under this SIN will promote public awareness of an agency's mission and initiatives, enable public understanding of complex technical and social issues, disseminate information to industry and consumer advocacy groups and engage in recruitment campaigns. Services include, but are not limited to the following components: advertising objective determination, message decision / creation, media selection, outdoor marketing and media services, broadcast media (radio, TV, internet and public service announcements), direct mail services, media planning, media placement services, advertising evaluation, related activities to advertising services.

NOTE: Any commissions received for advertising agencies will either (a) be returned to the ordering agency or (b) applied as a credit to the cost of the project, whichever the ordering agency prefers.

***SIN 541820 & 541820 RC - Public Relations Services***

Services provided include providing customized media and public relation services such as the development of media messages and strategies; providing recommendations of media sources for placement of campaigns; preparing media materials such as, background materials, press releases, speeches and presentations and press kits; executing media programs, conducting press conferences, scheduling broadcast and/or print interviews, media alerts and press clipping services related activities to public relations services.

NOTE: Any commissions received for media placement, conference planning, etc. will either (a) be returned to the ordering agency or (b) applied as a credit to the cost of the project, whichever the ordering agency prefers.

***SIN 541850 & 541850 RC - Exhibit Design and Advertising Services***

Services include conceptualizing, designing and producing exhibits and their accompanying materials,

providing and/or making recommendations for carpet and padding installation for exhibit property; preview, set-up and dismantling of exhibit property, cleaning, prepping and storing exhibit property for future use, shipping exhibit property to and from designated site(s); and media illumination services

NOTE: Any commissions received for media placement, conference planning, etc. will either (a) be returned to the ordering agency or (b) applied as a credit to the cost of the project, whichever the ordering agency prefers.

***SIN 541910 & 541910 RC - Marketing Research and Analysis***

Services include customizing strategic marketing plans, branding initiatives, creating public awareness of products, services, and issues; targeting market identification and analysis, establishing measurable marketing objectives; determining market trends and conditions, identifying and implementing appropriate strategies, conducting focus groups, telemarketing, individual interviews, preparing/distributing surveys, and compiling/analyzing results, establishing call centers (in relation to services provided under this schedule).

NOTE: Any commissions received for media placement, conference planning, etc. will either (a) be returned to the ordering agency or (b) applied as a credit to the cost of the project, whichever the ordering agency prefers.

***SIN 541922 & 541922 RC - Commercial Photography Services***

Services include photography, which may be used for commercial advertisements and/or illustrations that will appear in books, magazines, and/or other forms of media such as: black and white, color photography, digital photography, aerial photography, architectural photography, still photographs, field and studio photography; and related photography services such as photo editing and high-resolution scans.

NOTE: Any commissions received for commercial photography services will either (a) be returned to the ordering agency or (b) applied as a credit to the cost of the project, whichever the ordering agency prefers.

***SIN 561920 & 561920 RC - Conference, Meeting, Event and Trade Show Planning Services***

Service include organizing, promoting, and/or managing events, such as business and trade shows, conventions, conferences, and meetings (whether or not they manage and provide the staff to operate the facilities in which these events take place), project management, coordination and implementation of third party participation, collection management of third party payment for participation, liaison support with venue, audiovisual and information technology support, topic and speaker identification, site location research, reservation of facilities, on-site meeting and registration support, editorial services, automation and telecommunications support, design and editing productions; and mailing and other communication with attendees including pre/post meeting mailings/travel support and computer database creation.

**Technical and Engineering Services**

***SIN 541420 & 541420 RC - Engineering System Design and Integration Services***

Services include creating and developing designs and specifications that optimize the use, value, and appearance of their products. These services can include determination of the materials, construction, mechanisms, shape, color, and surface finishes of the product, taking into consideration human characteristics and needs, safety, market appeal, and efficiency in production, distribution, use, and maintenance.

Associated tasks include, but are not limited to computer-aided design, e.g. CADD, risk reduction strategies and recommendations to mitigate identified risk conditions, fire modeling, performance-based design reviews, high level detailed specification and scope preparation, configuration, management and document control, fabrication, assembly and simulation, modeling, training, consulting, analysis of single or multi spacecraft missions and mission design analysis.

NOTE: Services under this NAICs cannot include architect-engineer services as defined in the Brooks Act and FAR Part 2 or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.

An implementation guide for Space launch Integration Services (SLIS) can be found at [www.gsa.gov/psschedule](http://www.gsa.gov/psschedule) - click on "Professional Engineering Solutions".

***SIN 541715 & 541715 RC - Engineering Research and Development and Strategic Planning***

Service include conducting research and experimental development (except nanotechnology and biotechnology research and experimental development) in the physical, engineering and life sciences such as; such as agriculture, electronics, environmental, biology, botany, computers, chemistry, food, fisheries, forests, geology, health, mathematics, medicine, oceanography, pharmacy, physics, veterinary and other allied subjects.

Typical tasks include, but are not limited to, analysis of mission, program goals and objectives, program evaluations, analysis of program effectiveness, requirements analysis, organizational performance assessment, special studies and analysis, training, and consulting; requirements analysis, cost/cost performance trade-off analysis, feasibility analysis, developing and completing fire safety evaluation worksheets as they relate to professional engineering services; operation and maintenance, evaluation of inspection, testing, and maintenance program for fire protection and life safety systems, program/project management, technology transfer/insertion, training and consulting.

NOTE: Services under this NAICs cannot include architect-engineer services as defined in the Brooks Act and FAR Part 2 or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.

***SIN 541330ENG & 541330ENG RC - Engineering Services***

Services include: applying physical laws and principles of engineering in the design, development, and utilization of machines, materials, instruments, processes, and systems. Services may involve any of the following activities: provision of advice, concept development, requirements analysis, preparation of feasibility studies, preparation of preliminary and final plans and designs, provision of technical services during the construction or installation phase, inspection and evaluation of engineering projects, and related services.

NOTE: Services under this SIN cannot include architect-engineer services as defined in the Brooks Act and FAR Part 2, or construction services as defined in FAR Parts 2 and 36.

***SIN 541370GIS & 541370GIS RC - Geographic Information Systems (GIS) Services***

Geographic Information Services (GIS) provided in support of environmental program include: cultural resource GIS (CRGIS); groundwater monitoring; growth forecast modeling; habitat conservation plans; habitat modeling; image analysis support for emergency response; mapping, cartography, and mashups (e.g., combining data from more than one source into a single integrated tool to include aerial mapping); migration pattern analysis; natural resource planning; remote sensing for environmental studies; terrestrial, marine, and/or atmospheric measuring/management; vegetation mapping; and watershed characterization for mitigation planning.

NOTE: The services offered under this scope shall NOT include surveying and mapping services as set forth in FAR Part 36, and defined under the Brooks Act of 1972 (Public Law 92-582, 40 U.S. 1102 et seq.).

**Training**

***SIN 611430 & 611430 RC Professional and Management Development Training***

Services include offering an array of short duration courses and seminars for management and

professional development. Training for career development may be provided directly to individuals or through employers' training programs, and courses may be customized or modified to meet the special needs of customers. Instruction may be provided in diverse settings, such as the establishment's or agency's training facilities, and through diverse means, such as correspondence, television, the Internet, or other electronic and distance-learning methods. The training provided may include the use of simulators and simulation methods.

Examples include Training Services that are instructor led Training or Web Based Training of Education Courses, Course Development and Test Administration, Learning Management, and Internships; Environmental Training Services in order to meet Federal mandates and Executive Orders; training of agency personnel to deal with media and media responses; Logistics Training Services related to system operations, automated tools for supply and value chain management, property and inventory management, distribution and transportation management, and maintenance of equipment and facilities; Audit & Financial training services related to course development and instruction required to support audit, review, financial assessment and financial management activities.

Any firm offering Defense Acquisition Workforce Improvement Act (DAWIA) and Federal Acquisition Certification in Contracting (FAC-C) Training for Acquisition Workforce Personnel will include an identify only DAWIA and FAC-C courses that have been deemed DAU equivalent or approved by the Federal Acquisition Institute (FAI).

NOTE: In accordance with OMB Policy Letter 05-01, civilian agencies must follow the course equivalency determinations accepted by the Defense Acquisition University (DAU) to ensure that core training is comparable across the workforce and qualifies for certification. When procuring FAC-C and DAWIA training for the audience identified below, the task order level Contracting Officer shall confirm that the courses being acquired are listed on one of the following websites:

<https://www.fai.gov/drupal/certification/verified-contracting-course-vendor-listing> OR

<http://icatalog.dau.mil/appg.aspx> (click on commercial vendors). Training Audience – Acquisition professionals interested in completing FAC-C or DAWIA

***SIN 611512 & 611512 RC Flight Training***

Includes aviation and flight training



**GSA Schedule Price List**

If the agency Contracting Officer chooses to purchase from these SINs on a Firm Fixed Price Task/Delivery Order basis, the total price shall be established at the time of the order and will be based on the prices offered herein.

If the agency Contracting Officer chooses to purchase from these SINs on a Labor Hour basis, the resultant Task/Delivery Order shall specify the Not To Exceed price, the Labor Category(ies) proposed (with the hourly and daily rates for each), the Other Direct Costs (ODCs) and/or Order Level Materials (OLM) as applicable.

Rates include Industrial Funding Fee of .75%

				Option Period 1 Year 6 1/15/20-1/14/21	Option Period 1 Year 7 1/15/21-1/14/22	Option Period 1 Year 8 1/15/22-1/14/23	Option Period 1 Year 9 1/15/23-1/14/24	Option Period 1 Year 10 1/15/24-1/14/25
SIN(s) awarded	Service Proposed (e.g. Labor Category or Job Title/Task)	Minimum Education / Certification Level	Contractor or Customer Facility or Both	Price Offered to GSA (including IFF)				
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Administrative Assistant I	High School	Both	\$ 51.83	\$ 53.28	\$ 54.77	\$ 56.31	\$ 57.89
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Administrative Assistant II	High School	Both	\$ 60.88	\$ 62.58	\$ 64.34	\$ 66.14	\$ 67.99
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Administrative Assistant III	High School	Both	\$ 66.82	\$ 68.69	\$ 70.61	\$ 72.59	\$ 74.62



				Option Period 1 Year 6 1/15/20-1/14/21	Option Period 1 Year 7 1/15/21-1/14/22	Option Period 1 Year 8 1/15/22-1/14/23	Option Period 1 Year 9 1/15/23-1/14/24	Option Period 1 Year 10 1/15/24-1/14/25
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Administrative Assistant, Exec I	Bachelors	Both	\$ 92.52	\$ 95.11	\$ 97.77	\$ 100.51	\$ 103.33
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Administrative Assistant, Exec II	Bachelors	Both	\$ 117.72	\$ 121.01	\$ 124.40	\$ 127.88	\$ 131.46
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Business Process Analyst I	Bachelors	Both	\$ 81.21	\$ 83.49	\$ 85.82	\$ 88.23	\$ 90.70
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Business Process Analyst II	Bachelors	Both	\$ 97.51	\$ 100.24	\$ 103.04	\$ 105.93	\$ 108.89
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Business Process Analyst III	Bachelors	Both	\$ 116.17	\$ 119.43	\$ 122.77	\$ 126.21	\$ 129.74
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Business Process Analyst IV	Bachelors	Both	\$ 143.29	\$ 147.31	\$ 151.43	\$ 155.67	\$ 160.03
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Business Process Analyst V	Bachelors	Both	\$ 170.92	\$ 175.70	\$ 180.62	\$ 185.68	\$ 190.88
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910,	Business Process Analyst VI	Bachelors	Both	\$ 188.47	\$ 193.75	\$ 199.18	\$ 204.75	\$ 210.49

				Option Period 1 Year 6 1/15/20- 1/14/21	Option Period 1 Year 7 1/15/21- 1/14/22	Option Period 1 Year 8 1/15/22- 1/14/23	Option Period 1 Year 9 1/15/23- 1/14/24	Option Period 1 Year 10 1/15/24- 1/14/25
541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512								
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Business Process Analyst VII	Masters	Both	\$ 246.72	\$ 253.63	\$ 260.73	\$ 268.03	\$ 275.54
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Business Specialist I	Bachelors	Both	\$ 74.02	\$ 76.09	\$ 78.22	\$ 80.41	\$ 82.66
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Business Specialist II	Bachelors	Both	\$ 92.03	\$ 94.60	\$ 97.25	\$ 99.98	\$ 102.77
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Business Specialist III	Bachelors	Both	\$ 115.88	\$ 119.12	\$ 122.46	\$ 125.88	\$ 129.41
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Business Specialist IV	Bachelors	Both	\$ 135.80	\$ 139.60	\$ 143.51	\$ 147.53	\$ 151.66
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Business Specialist V	Bachelors	Both	\$ 164.48	\$ 169.09	\$ 173.82	\$ 178.69	\$ 183.69
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Business System Analyst I	Associates	Both	\$ 66.82	\$ 68.69	\$ 70.61	\$ 72.59	\$ 74.62



				Option Period 1 Year 6 1/15/20- 1/14/21	Option Period 1 Year 7 1/15/21- 1/14/22	Option Period 1 Year 8 1/15/22- 1/14/23	Option Period 1 Year 9 1/15/23- 1/14/24	Option Period 1 Year 10 1/15/24- 1/14/25
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Business System Analyst II	Bachelors	Both	\$ 81.78	\$ 84.07	\$ 86.42	\$ 88.84	\$ 91.33
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Business System Analyst III	Bachelors	Both	\$ 97.51	\$ 100.24	\$ 103.04	\$ 105.93	\$ 108.89
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Business System Analyst IV	Bachelors	Both	\$ 116.17	\$ 119.43	\$ 122.77	\$ 126.21	\$ 129.74
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Business System Analyst V	Bachelors	Both	\$ 143.29	\$ 147.31	\$ 151.43	\$ 155.67	\$ 160.03
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Consultant Specialist I	Bachelors	Both	\$ 92.56	\$ 95.15	\$ 97.82	\$ 100.56	\$ 103.37
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Consultant Specialist II	Bachelors	Both	\$ 111.04	\$ 114.15	\$ 117.35	\$ 120.64	\$ 124.01
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Consultant Specialist III	Bachelors	Both	\$ 134.45	\$ 138.22	\$ 142.09	\$ 146.07	\$ 150.16
561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Engineer I	Bachelors	Both	\$ 94.84	\$ 97.50	\$ 100.23	\$ 103.04	\$ 105.92

				Option Period 1 Year 6 1/15/20-1/14/21	Option Period 1 Year 7 1/15/21-1/14/22	Option Period 1 Year 8 1/15/22-1/14/23	Option Period 1 Year 9 1/15/23-1/14/24	Option Period 1 Year 10 1/15/24-1/14/25
561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Engineer II	Bachelors	Both	\$ 105.48	\$ 108.44	\$ 111.47	\$ 114.59	\$ 117.80
561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Engineer III	Bachelors	Both	\$ 116.05	\$ 119.30	\$ 122.64	\$ 126.07	\$ 129.60
561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Engineer IV	Bachelors	Both	\$ 127.54	\$ 131.12	\$ 134.79	\$ 138.56	\$ 142.44
561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Engineer V	Bachelors	Both	\$ 139.00	\$ 142.89	\$ 146.89	\$ 151.00	\$ 155.23
561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Engineer VI	Bachelors	Both	\$ 157.29	\$ 161.70	\$ 166.23	\$ 170.88	\$ 175.67
561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Engineer VII	Bachelors	Both	\$ 175.55	\$ 180.47	\$ 185.52	\$ 190.71	\$ 196.05
561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Engineer VIII	Bachelors	Both	\$ 190.18	\$ 195.51	\$ 200.98	\$ 206.61	\$ 212.39
561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Engineer IX	Bachelors	Both	\$ 212.11	\$ 218.05	\$ 224.15	\$ 230.43	\$ 236.88
561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Engineer Senior	Bachelors	Both	\$ 213.27	\$ 219.24	\$ 225.38	\$ 231.69	\$ 238.18
541611, 561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541380, 611430, 611512	Information Security Analyst I	Bachelors	Both	\$ 92.52	\$ 95.11	\$ 97.77	\$ 100.51	\$ 103.33
541611, 561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541380, 611430, 611512	Information Security Analyst II	Bachelors	Both	\$ 116.17	\$ 119.43	\$ 122.77	\$ 126.21	\$ 129.74
541611, 561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541380, 611430, 611512	Information Security Analyst III	Bachelors	Both	\$ 143.29	\$ 147.31	\$ 151.43	\$ 155.67	\$ 160.03
541611, 561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541380, 611430, 611512	Information Security Analyst IV	Bachelors	Both	\$ 178.70	\$ 183.70	\$ 188.84	\$ 194.13	\$ 199.57
541611, 561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541380, 611430, 611512	Information Security Analyst V	Bachelors	Both	\$ 195.32	\$ 200.79	\$ 206.41	\$ 212.19	\$ 218.13
541620, 541930, 541614, 541614SVC, 541420, 541715, 541330ENG, 541380, 611430, 611512	Instructor I	High School	Both	\$ 76.70	\$ 78.85	\$ 81.05	\$ 83.32	\$ 85.66



				Option Period 1 Year 6 1/15/20-1/14/21	Option Period 1 Year 7 1/15/21-1/14/22	Option Period 1 Year 8 1/15/22-1/14/23	Option Period 1 Year 9 1/15/23-1/14/24	Option Period 1 Year 10 1/15/24-1/14/25
541620, 541930, 541614, 541614SVC, 541420, 541715, 541330ENG, 541380, 611430, 611512	Instructor II	High School	Both	\$ 111.04	\$ 114.15	\$ 117.35	\$ 120.64	\$ 124.01
541620, 541930, 541614, 541614SVC, 541420, 541715, 541330ENG, 541380, 611430, 611512	Instructor III **	High School	Both	\$ 123.36	\$ 126.81	\$ 130.36	\$ 134.02	\$ 137.77
541611, 561210FS, 541930, 541614, 541420, 541715, 541330ENG, 541380, 611430, 611512	Intelligence Analyst I	Bachelors	Both	\$ 98.69	\$ 101.45	\$ 104.29	\$ 107.21	\$ 110.21
541611, 561210FS, 541930, 541614, 541420, 541715, 541330ENG, 541380, 611430, 611512	Intelligence Analyst II	Bachelors	Both	\$ 119.56	\$ 122.90	\$ 126.35	\$ 129.88	\$ 133.52
541611, 561210FS, 541930, 541614, 541420, 541715, 541330ENG, 541380, 611430, 611512	Intelligence Analyst III	Bachelors	Both	\$ 143.63	\$ 147.65	\$ 151.79	\$ 156.04	\$ 160.41
541611, 561210FS, 541930, 541614, 541420, 541715, 541330ENG, 541380, 611430, 611512	Intelligence Analyst IV	Bachelors	Both	\$ 169.62	\$ 174.37	\$ 179.25	\$ 184.27	\$ 189.43
541611, 561210FS, 541930, 541614, 541420, 541715, 541330ENG, 541380, 611430, 611512	Intelligence Analyst V	Masters	Both	\$ 207.79	\$ 213.61	\$ 219.59	\$ 225.74	\$ 232.06
541611, 561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541380, 611430, 611512	Logistics Specialist I	High School	Both	\$ 61.48	\$ 63.21	\$ 64.98	\$ 66.80	\$ 68.67
541611, 561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541380, 611430, 611512	Logistics Assistant I	High School	Both	\$ 65.79	\$ 67.63	\$ 69.53	\$ 71.47	\$ 73.48
541611, 561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541380, 611430, 611512	Logistics Assistant II	High School	Both	\$ 82.57	\$ 84.88	\$ 87.26	\$ 89.70	\$ 92.21
541611, 561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541380, 611430, 611512	Logistics Analyst I	Bachelors	Both	\$ 82.57	\$ 84.88	\$ 87.26	\$ 89.70	\$ 92.21
541611, 561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541380, 611430, 611512	Logistics Analyst II	Bachelors	Both	\$ 97.09	\$ 99.81	\$ 102.61	\$ 105.48	\$ 108.43
541611, 561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541380, 611430, 611512	Logistics Analyst III	Bachelors	Both	\$ 113.48	\$ 116.66	\$ 119.92	\$ 123.28	\$ 126.73
541611, 561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541380, 611430, 611512	Logistics Analyst IV	Bachelors	Both	\$ 137.56	\$ 141.41	\$ 145.37	\$ 149.44	\$ 153.62
541611, 561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541380, 611430, 611512	Logistics Analyst V	Bachelors	Both	\$ 150.15	\$ 154.35	\$ 158.68	\$ 163.12	\$ 167.69
541611, 561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541380, 611430, 611512	Material Control Specialist I	High School	Both	\$ 67.97	\$ 69.87	\$ 71.83	\$ 73.84	\$ 75.91

				Option Period 1 Year 6 1/15/20- 1/14/21	Option Period 1 Year 7 1/15/21- 1/14/22	Option Period 1 Year 8 1/15/22- 1/14/23	Option Period 1 Year 9 1/15/23- 1/14/24	Option Period 1 Year 10 1/15/24- 1/14/25
541611, 561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541380, 611430, 611512	Material Control Specialist II	High School	Both	\$ 82.57	\$ 84.88	\$ 87.26	\$ 89.70	\$ 92.21
541611, 561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541380, 611430, 611512	Material Control Manager	Bachelors	Both	\$ 137.56	\$ 141.41	\$ 145.37	\$ 149.44	\$ 153.62
541611, 561210FS, 541930, 541614, 541614SVC, 541420, 541715, 541330ENG, 611430, 611512	Policy Analyst I	Bachelors	Both	\$ 72.46	\$ 74.49	\$ 76.58	\$ 78.72	\$ 80.93
541611, 561210FS, 541930, 541614, 541614SVC, 541420, 541715, 541330ENG, 611430, 611512	Policy Analyst II	Bachelors	Both	\$ 101.55	\$ 104.39	\$ 107.31	\$ 110.32	\$ 113.41
541611, 561210FS, 541930, 541614, 541614SVC, 541420, 541715, 541330ENG, 611430, 611512	Policy Analyst III	Bachelors	Both	\$ 119.56	\$ 122.90	\$ 126.35	\$ 129.88	\$ 133.52
541611, 561210FS, 541930, 541614, 541614SVC, 541420, 541715, 541330ENG, 611430, 611512	Policy Analyst IV	Bachelors	Both	\$ 143.63	\$ 147.65	\$ 151.79	\$ 156.04	\$ 160.41
541611, 561210FS, 541930, 541614, 541614SVC, 541420, 541715, 541330ENG, 611430, 611512	Policy Analyst V	Bachelors	Both	\$ 175.97	\$ 180.90	\$ 185.97	\$ 191.17	\$ 196.53
541611, 561210FS, 541930, 541614, 541614SVC, 541420, 541715, 541330ENG, 611430, 611512	Policy Analyst VI	Bachelors	Both	\$ 204.89	\$ 210.63	\$ 216.53	\$ 222.59	\$ 228.82
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Program/Project Manager I	Bachelors	Both	\$ 139.56	\$ 143.47	\$ 147.49	\$ 151.62	\$ 155.86
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Program/Project Manager II	Bachelors	Both	\$ 173.98	\$ 178.85	\$ 183.86	\$ 189.01	\$ 194.30
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Program/Project Manager III	Bachelors	Both	\$ 206.78	\$ 212.57	\$ 218.52	\$ 224.64	\$ 230.93

				Option Period 1 Year 6 1/15/20- 1/14/21	Option Period 1 Year 7 1/15/21- 1/14/22	Option Period 1 Year 8 1/15/22- 1/14/23	Option Period 1 Year 9 1/15/23- 1/14/24	Option Period 1 Year 10 1/15/24- 1/14/25
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Program/Project Manager IV	Bachelors	Both	\$ 217.94	\$ 224.04	\$ 230.31	\$ 236.76	\$ 243.39
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Security Specialist I	Bachelors	Both	\$ 89.05	\$ 91.54	\$ 94.10	\$ 96.74	\$ 99.45
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Security Specialist II	Bachelors	Both	\$ 104.41	\$ 107.34	\$ 110.34	\$ 113.43	\$ 116.61
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Security Specialist III	Bachelors	Both	\$ 123.08	\$ 126.53	\$ 130.07	\$ 133.71	\$ 137.46
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Security Manager I	Bachelors	Both	\$ 104.41	\$ 107.34	\$ 110.34	\$ 113.43	\$ 116.61
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Security Manager II	Bachelors	Both	\$ 123.08	\$ 126.53	\$ 130.07	\$ 133.71	\$ 137.46
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Security Manager III	Bachelors	Both	\$ 146.73	\$ 150.83	\$ 155.06	\$ 159.40	\$ 163.86



				Option Period 1 Year 6 1/15/20- 1/14/21	Option Period 1 Year 7 1/15/21- 1/14/22	Option Period 1 Year 8 1/15/22- 1/14/23	Option Period 1 Year 9 1/15/23- 1/14/24	Option Period 1 Year 10 1/15/24- 1/14/25
541611, 541620, 562112, 562910REM, 561210FS, 541930, 541614, 541614SVC, 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920, 541420, 541715, 541330ENG, 541370GIS, 541380, 611430, 611512	Security Manager IV	Bachelors	Both	\$ 179.10	\$ 184.11	\$ 189.27	\$ 194.57	\$ 200.02
541611, 561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541380, 611430, 611512	Senior Scientist	Masters	Both	\$ 308.84	\$ 317.49	\$ 326.38	\$ 335.52	\$ 344.91
541611, 561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541380, 611430, 611512	Technician I	High School	Both	\$ 55.89	\$ 57.46	\$ 59.07	\$ 60.72	\$ 62.42
541611, 561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541380, 611430, 611512	Technician II	High School	Both	\$ 72.46	\$ 74.49	\$ 76.58	\$ 78.72	\$ 80.93
541611, 561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541380, 611430, 611512	Technician III	High School	Both	\$ 76.70	\$ 78.85	\$ 81.05	\$ 83.32	\$ 85.66
541611, 561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541380, 611430, 611512	Technician IV	High School	Both	\$ 88.53	\$ 91.01	\$ 93.56	\$ 96.18	\$ 98.87
541611, 561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541380, 611430, 611512	Technician V	High School	Both	\$ 106.60	\$ 109.59	\$ 112.66	\$ 115.81	\$ 119.05
541611, 561210FS, 541614, 541614SVC, 541420, 541715, 541330ENG, 541380, 611430, 611512	Technician VI	High School	Both	\$ 129.53	\$ 133.15	\$ 136.88	\$ 140.72	\$ 144.66
541930, 541420, 541715, 541330ENG, 541380, 611430, 611512	Training Specialist I	Bachelors	Both	\$ 76.70	\$ 78.85	\$ 81.05	\$ 83.32	\$ 85.66
541930, 541420, 541715, 541330ENG, 541380, 611430, 611512	Training Specialist II	Bachelors	Both	\$ 92.56	\$ 95.15	\$ 97.82	\$ 100.56	\$ 103.37
541930, 541420, 541715, 541330ENG, 541380, 611430, 611512	Training Specialist III	Bachelors	Both	\$ 111.04	\$ 114.15	\$ 117.35	\$ 120.64	\$ 124.01
541930, 541420, 541715, 541330ENG, 541380, 611430, 611512	Training Specialist IV	Bachelors	Both	\$ 134.45	\$ 138.22	\$ 142.09	\$ 146.07	\$ 150.16
541930, 541420, 541715, 541330ENG, 541380, 611430, 611512	Training Specialist V	Bachelors	Both	\$ 171.29	\$ 176.08	\$ 181.01	\$ 186.08	\$ 191.29
541930, 541420, 541715, 541330ENG, 541380, 611430, 611512	Training Specialist VI	Bachelors	Both	\$ 207.48	\$ 213.29	\$ 219.26	\$ 225.40	\$ 231.71
541930	Linguist/Analyst I	High School	Both	\$ 72.02	\$ 74.03	\$ 76.11	\$ 78.24	\$ 80.43
541930	Linguist/Analyst II	High School	Both	\$ 94.81	\$ 97.46	\$ 100.19	\$ 102.99	\$ 105.88



				Option Period 1 Year 6 1/15/20-1/14/21	Option Period 1 Year 7 1/15/21-1/14/22	Option Period 1 Year 8 1/15/22-1/14/23	Option Period 1 Year 9 1/15/23-1/14/24	Option Period 1 Year 10 1/15/24-1/14/25
541930	Linguist/Analyst III	Bachelors	Both	\$ 115.80	\$ 119.05	\$ 122.38	\$ 125.81	\$ 129.33
541930	Linguist/Analyst IV	Bachelors	Both	\$ 124.39	\$ 127.87	\$ 131.45	\$ 135.13	\$ 138.92
541930	Linguist/Analyst V	Masters	Both	\$ 144.95	\$ 149.01	\$ 153.18	\$ 157.47	\$ 161.88
541930	Linguist/Analyst VI	Masters	Both	\$ 169.85	\$ 174.61	\$ 179.50	\$ 184.52	\$ 189.69
541930	Linguist/Analyst VII	Masters	Both	\$ 205.72	\$ 211.48	\$ 217.40	\$ 223.49	\$ 229.75
541930	Linguist/Analyst VIII	PhD	Both	\$ 242.18	\$ 248.96	\$ 255.93	\$ 263.09	\$ 270.46
541930	Linguist/Analyst IX	PhD	Both	\$ 251.29	\$ 258.33	\$ 265.56	\$ 273.00	\$ 280.64
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Communications Manager I	Bachelors	Customer	\$ 99.81	\$ 102.60	\$ 105.47	\$ 108.43	\$ 111.46
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Communications Manager I	Bachelors	Contractor	\$ 115.19	\$ 118.42	\$ 121.74	\$ 125.14	\$ 128.65
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Communications Manager II	Bachelors	Customer	\$ 117.21	\$ 120.49	\$ 123.87	\$ 127.34	\$ 130.90
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Communications Manager II	Bachelors	Contractor	\$ 135.29	\$ 139.08	\$ 142.97	\$ 146.97	\$ 151.09
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Communications Specialist I	Bachelors	Customer	\$ 61.31	\$ 63.03	\$ 64.79	\$ 66.61	\$ 68.47
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Communications Specialist I	Bachelors	Contractor	\$ 70.77	\$ 72.75	\$ 74.79	\$ 76.88	\$ 79.03
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Communications Specialist II	Bachelors	Customer	\$ 66.82	\$ 68.69	\$ 70.62	\$ 72.59	\$ 74.63
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Communications Specialist II	Bachelors	Contractor	\$ 77.13	\$ 79.29	\$ 81.51	\$ 83.80	\$ 86.14
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Communications Specialist III	Bachelors	Customer	\$ 75.67	\$ 77.79	\$ 79.96	\$ 82.20	\$ 84.51
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Communications Specialist III	Bachelors	Contractor	\$ 87.34	\$ 89.78	\$ 92.30	\$ 94.88	\$ 97.54
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Communications Specialist IV	Bachelors	Customer	\$ 101.65	\$ 104.49	\$ 107.42	\$ 110.42	\$ 113.52

				Option Period 1 Year 6 1/15/20-1/14/21	Option Period 1 Year 7 1/15/21-1/14/22	Option Period 1 Year 8 1/15/22-1/14/23	Option Period 1 Year 9 1/15/23-1/14/24	Option Period 1 Year 10 1/15/24-1/14/25
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Communications Specialist IV	Bachelors	Contractor	\$ 117.32	\$ 120.60	\$ 123.98	\$ 127.45	\$ 131.02
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Communications Specialist V	Bachelors	Customer	\$ 132.81	\$ 136.53	\$ 140.35	\$ 144.28	\$ 148.32
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Communications Specialist V	Bachelors	Contractor	\$ 153.28	\$ 157.58	\$ 161.99	\$ 166.52	\$ 171.19
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Conference Manager I	Bachelors	Customer	\$ 147.36	\$ 151.49	\$ 155.73	\$ 160.09	\$ 164.57
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Conference Manager I	Bachelors	Contractor	\$ 170.09	\$ 174.85	\$ 179.75	\$ 184.78	\$ 189.96
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Conference Manager II	Bachelors	Customer	\$ 162.82	\$ 167.38	\$ 172.06	\$ 176.88	\$ 181.84
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Conference Manager II	Bachelors	Contractor	\$ 187.92	\$ 193.18	\$ 198.59	\$ 204.15	\$ 209.87
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Conference Specialist I	Bachelors	Customer	\$ 80.23	\$ 82.48	\$ 84.79	\$ 87.16	\$ 89.60
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Conference Specialist I	Bachelors	Contractor	\$ 92.61	\$ 95.21	\$ 97.87	\$ 100.61	\$ 103.43
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Conference Specialist II	Bachelors	Customer	\$ 91.59	\$ 94.15	\$ 96.79	\$ 99.50	\$ 102.29
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Conference Specialist II	Bachelors	Contractor	\$ 105.71	\$ 108.67	\$ 111.71	\$ 114.84	\$ 118.05
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Conference Specialist III	Bachelors	Customer	\$ 101.65	\$ 104.49	\$ 107.42	\$ 110.42	\$ 113.52
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Conference Specialist III	Bachelors	Contractor	\$ 117.32	\$ 120.60	\$ 123.98	\$ 127.45	\$ 131.02
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Conference Specialist IV	Bachelors	Customer	\$ 132.81	\$ 136.53	\$ 140.35	\$ 144.28	\$ 148.32
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Conference Specialist IV	Bachelors	Contractor	\$ 153.28	\$ 157.58	\$ 161.99	\$ 166.52	\$ 171.19



				Option Period 1 Year 6 1/15/20-1/14/21	Option Period 1 Year 7 1/15/21-1/14/22	Option Period 1 Year 8 1/15/22-1/14/23	Option Period 1 Year 9 1/15/23-1/14/24	Option Period 1 Year 10 1/15/24-1/14/25
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Conference Specialist V	Bachelors	Customer	\$ 162.82	\$ 167.38	\$ 172.06	\$ 176.88	\$ 181.84
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Conference Specialist V	Bachelors	Contractor	\$ 187.92	\$ 193.18	\$ 198.59	\$ 204.15	\$ 209.87
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Data Analyst I	Bachelors	Customer	\$ 78.72	\$ 80.92	\$ 83.19	\$ 85.52	\$ 87.91
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Data Analyst I	Bachelors	Contractor	\$ 90.86	\$ 93.40	\$ 96.02	\$ 98.71	\$ 101.47
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Data Analyst II	Bachelors	Customer	\$ 93.67	\$ 96.29	\$ 98.98	\$ 101.76	\$ 104.60
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Data Analyst II	Bachelors	Contractor	\$ 108.11	\$ 111.14	\$ 114.25	\$ 117.45	\$ 120.74
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Data Analyst III	Bachelors	Customer	\$ 101.04	\$ 103.86	\$ 106.77	\$ 109.76	\$ 112.84
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Data Analyst III	Bachelors	Contractor	\$ 116.62	\$ 119.89	\$ 123.24	\$ 126.69	\$ 130.24
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Data Analyst IV	Bachelors	Customer	\$ 114.49	\$ 117.69	\$ 120.99	\$ 124.37	\$ 127.86
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Data Analyst IV	Bachelors	Contractor	\$ 132.14	\$ 135.84	\$ 139.64	\$ 143.55	\$ 147.57
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Data Analyst V	Bachelors	Customer	\$ 143.96	\$ 147.99	\$ 152.13	\$ 156.39	\$ 160.77
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Data Analyst V	Bachelors	Contractor	\$ 166.15	\$ 170.81	\$ 175.59	\$ 180.51	\$ 185.56
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Digital Media Specialist I	Bachelors	Customer	\$ 80.23	\$ 82.48	\$ 84.79	\$ 87.16	\$ 89.60
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Digital Media Specialist I	Bachelors	Contractor	\$ 92.61	\$ 95.21	\$ 97.87	\$ 100.61	\$ 103.43
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Digital Media Specialist II	Bachelors	Customer	\$ 91.59	\$ 94.15	\$ 96.79	\$ 99.50	\$ 102.29

				Option Period 1 Year 6 1/15/20-1/14/21	Option Period 1 Year 7 1/15/21-1/14/22	Option Period 1 Year 8 1/15/22-1/14/23	Option Period 1 Year 9 1/15/23-1/14/24	Option Period 1 Year 10 1/15/24-1/14/25
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Digital Media Specialist II	Bachelors	Contractor	\$ 105.71	\$ 108.67	\$ 111.71	\$ 114.84	\$ 118.05
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Digital Media Specialist III	Bachelors	Customer	\$ 101.65	\$ 104.49	\$ 107.42	\$ 110.42	\$ 113.52
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Digital Media Specialist III	Bachelors	Contractor	\$ 117.32	\$ 120.60	\$ 123.98	\$ 127.45	\$ 131.02
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Digital Media Specialist IV	Bachelors	Customer	\$ 132.81	\$ 136.53	\$ 140.35	\$ 144.28	\$ 148.32
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Digital Media Specialist IV	Bachelors	Contractor	\$ 153.28	\$ 157.58	\$ 161.99	\$ 166.52	\$ 171.19
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Digital Media Specialist V	Bachelors	Customer	\$ 144.80	\$ 148.86	\$ 153.02	\$ 157.31	\$ 161.71
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Digital Media Specialist V	Bachelors	Contractor	\$ 164.40	\$ 169.01	\$ 173.74	\$ 178.60	\$ 183.60
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Knowledge Manager I	Bachelors	Customer	\$ 93.67	\$ 96.29	\$ 98.98	\$ 101.76	\$ 104.60
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Knowledge Manager I	Bachelors	Contractor	\$ 107.44	\$ 110.45	\$ 113.54	\$ 116.72	\$ 119.99
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Knowledge Manager II	Bachelors	Customer	\$ 114.49	\$ 117.69	\$ 120.99	\$ 124.37	\$ 127.86
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Knowledge Manager II	Bachelors	Contractor	\$ 132.14	\$ 135.84	\$ 139.64	\$ 143.55	\$ 147.57
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Knowledge Manager III	Bachelors	Customer	\$ 143.96	\$ 147.99	\$ 152.13	\$ 156.39	\$ 160.77
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Knowledge Manager III	Bachelors	Contractor	\$ 166.15	\$ 170.81	\$ 175.59	\$ 180.51	\$ 185.56
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Knowledge Manager IV	Bachelors	Customer	\$ 179.44	\$ 184.46	\$ 189.63	\$ 194.94	\$ 200.40
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Knowledge Manager IV	Bachelors	Contractor	\$ 207.11	\$ 212.91	\$ 218.87	\$ 225.00	\$ 231.30



				Option Period 1 Year 6 1/15/20-1/14/21	Option Period 1 Year 7 1/15/21-1/14/22	Option Period 1 Year 8 1/15/22-1/14/23	Option Period 1 Year 9 1/15/23-1/14/24	Option Period 1 Year 10 1/15/24-1/14/25
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Information Services Manager I	Bachelors	Customer	\$ 143.96	\$ 147.99	\$ 152.13	\$ 156.39	\$ 160.77
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Information Services Manager I	Bachelors	Contractor	\$ 166.15	\$ 170.81	\$ 175.59	\$ 180.51	\$ 185.56
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Information Services Manager II	Bachelors	Customer	\$ 179.44	\$ 184.46	\$ 189.63	\$ 194.94	\$ 200.40
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Information Services Manager II	Bachelors	Contractor	\$ 207.11	\$ 212.91	\$ 218.87	\$ 225.00	\$ 231.30
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Information Specialist I	Bachelors	Customer	\$ 78.72	\$ 80.92	\$ 83.19	\$ 85.52	\$ 87.91
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Information Specialist I	Bachelors	Contractor	\$ 90.86	\$ 93.40	\$ 96.02	\$ 98.71	\$ 101.47
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Information Specialist II	Bachelors	Customer	\$ 93.67	\$ 96.29	\$ 98.98	\$ 101.76	\$ 104.60
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Information Specialist II	Bachelors	Contractor	\$ 108.11	\$ 111.14	\$ 114.25	\$ 117.45	\$ 120.74
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Information Specialist III	Bachelors	Customer	\$ 114.49	\$ 117.69	\$ 120.99	\$ 124.37	\$ 127.86
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Information Specialist III	Bachelors	Contractor	\$ 132.14	\$ 135.84	\$ 139.64	\$ 143.55	\$ 147.57
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Information Specialist IV	Bachelors	Customer	\$ 143.96	\$ 147.99	\$ 152.13	\$ 156.39	\$ 160.77
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Information Specialist IV	Bachelors	Contractor	\$ 166.15	\$ 170.81	\$ 175.59	\$ 180.51	\$ 185.56
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Information Specialist V	Bachelors	Customer	\$ 179.44	\$ 184.46	\$ 189.63	\$ 194.94	\$ 200.40
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Information Specialist V	Bachelors	Contractor	\$ 207.11	\$ 212.91	\$ 218.87	\$ 225.00	\$ 231.30
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Marketing Strategist/Manager I	Bachelors	Customer	\$ 133.00	\$ 136.73	\$ 140.56	\$ 144.49	\$ 148.54

				Option Period 1 Year 6 1/15/20-1/14/21	Option Period 1 Year 7 1/15/21-1/14/22	Option Period 1 Year 8 1/15/22-1/14/23	Option Period 1 Year 9 1/15/23-1/14/24	Option Period 1 Year 10 1/15/24-1/14/25
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Marketing Strategist/Manager I	Bachelors	Contractor	\$ 153.52	\$ 157.82	\$ 162.24	\$ 166.78	\$ 171.45
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Marketing Strategist/Manager II	Bachelors	Customer	\$ 178.08	\$ 183.07	\$ 188.19	\$ 193.46	\$ 198.88
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Marketing Strategist/Manager II	Bachelors	Contractor	\$ 205.54	\$ 211.30	\$ 217.22	\$ 223.30	\$ 229.55
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Marketing Specialist I	Bachelors	Customer	\$ 80.23	\$ 82.48	\$ 84.79	\$ 87.16	\$ 89.60
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Marketing Specialist I	Bachelors	Contractor	\$ 92.61	\$ 95.21	\$ 97.87	\$ 100.61	\$ 103.43
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Marketing Specialist II	Bachelors	Customer	\$ 91.59	\$ 94.15	\$ 96.79	\$ 99.50	\$ 102.29
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Marketing Specialist II	Bachelors	Contractor	\$ 105.71	\$ 108.67	\$ 111.71	\$ 114.84	\$ 118.05
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Marketing Specialist III	Bachelors	Customer	\$ 101.65	\$ 104.49	\$ 107.42	\$ 110.42	\$ 113.52
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Marketing Specialist III	Bachelors	Contractor	\$ 117.32	\$ 120.60	\$ 123.98	\$ 127.45	\$ 131.02
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Marketing Specialist IV	Bachelors	Customer	\$ 132.81	\$ 136.53	\$ 140.35	\$ 144.28	\$ 148.32
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Marketing Specialist IV	Bachelors	Contractor	\$ 153.28	\$ 157.58	\$ 161.99	\$ 166.52	\$ 171.19
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Marketing Specialist V	Bachelors	Customer	\$ 162.82	\$ 167.38	\$ 172.06	\$ 176.88	\$ 181.84
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Marketing Specialist V	Bachelors	Contractor	\$ 187.92	\$ 193.18	\$ 198.59	\$ 204.15	\$ 209.87
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Multimedia Specialist I	Bachelors	Customer	\$ 80.23	\$ 82.48	\$ 84.79	\$ 87.16	\$ 89.60
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Multimedia Specialist I	Bachelors	Contractor	\$ 92.61	\$ 95.21	\$ 97.87	\$ 100.61	\$ 103.43



				Option Period 1 Year 6 1/15/20-1/14/21	Option Period 1 Year 7 1/15/21-1/14/22	Option Period 1 Year 8 1/15/22-1/14/23	Option Period 1 Year 9 1/15/23-1/14/24	Option Period 1 Year 10 1/15/24-1/14/25
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Multimedia Specialist II	Bachelors	Customer	\$ 91.59	\$ 94.15	\$ 96.79	\$ 99.50	\$ 102.29
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Multimedia Specialist II	Bachelors	Contractor	\$ 105.71	\$ 108.67	\$ 111.71	\$ 114.84	\$ 118.05
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Multimedia Specialist III	Bachelors	Customer	\$ 101.65	\$ 104.49	\$ 107.42	\$ 110.42	\$ 113.52
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Multimedia Specialist III	Bachelors	Contractor	\$ 117.32	\$ 120.60	\$ 123.98	\$ 127.45	\$ 131.02
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Multimedia Specialist IV	Bachelors	Customer	\$ 132.81	\$ 136.53	\$ 140.35	\$ 144.28	\$ 148.32
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Multimedia Specialist IV	Bachelors	Contractor	\$ 153.28	\$ 157.58	\$ 161.99	\$ 166.52	\$ 171.19
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Multimedia Specialist V	Bachelors	Customer	\$ 162.82	\$ 167.38	\$ 172.06	\$ 176.88	\$ 181.84
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Multimedia Specialist V	Bachelors	Contractor	\$ 187.92	\$ 193.18	\$ 198.59	\$ 204.15	\$ 209.87
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Public/Media Relations Specialist I	Bachelors	Customer	\$ 80.23	\$ 82.48	\$ 84.79	\$ 87.16	\$ 89.60
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Public/Media Relations Specialist I	Bachelors	Contractor	\$ 92.61	\$ 95.21	\$ 97.87	\$ 100.61	\$ 103.43
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Public/Media Relations Specialist II	Bachelors	Customer	\$ 91.59	\$ 94.15	\$ 96.79	\$ 99.50	\$ 102.29
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Public/Media Relations Specialist II	Bachelors	Contractor	\$ 105.71	\$ 108.67	\$ 111.71	\$ 114.84	\$ 118.05
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Public/Media Relations Specialist III	Bachelors	Customer	\$ 101.65	\$ 104.49	\$ 107.42	\$ 110.42	\$ 113.52
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Public/Media Relations Specialist III	Bachelors	Contractor	\$ 117.32	\$ 120.60	\$ 123.98	\$ 127.45	\$ 131.02
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Public/Media Relations Specialist IV	Bachelors	Customer	\$ 132.81	\$ 136.53	\$ 140.35	\$ 144.28	\$ 148.32

				Option Period 1 Year 6 1/15/20-1/14/21	Option Period 1 Year 7 1/15/21-1/14/22	Option Period 1 Year 8 1/15/22-1/14/23	Option Period 1 Year 9 1/15/23-1/14/24	Option Period 1 Year 10 1/15/24-1/14/25
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Public/Media Relations Specialist IV	Bachelors	Contractor	\$ 153.28	\$ 157.58	\$ 161.99	\$ 166.52	\$ 171.19
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Public/Media Relations Specialist V	Bachelors	Customer	\$ 162.82	\$ 167.38	\$ 172.06	\$ 176.88	\$ 181.84
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Public/Media Relations Specialist V	Bachelors	Contractor	\$ 187.92	\$ 193.18	\$ 198.59	\$ 204.15	\$ 209.87
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Visual/Graphic Design Manager I	Bachelors	Contractor	\$ 135.15	\$ 138.93	\$ 142.82	\$ 146.82	\$ 150.93
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Visual/Graphic Design Manager I	Bachelors	Customer	\$ 117.09	\$ 120.37	\$ 123.74	\$ 127.21	\$ 130.77
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Visual/Graphic Design Manager II	Bachelors	Customer	\$ 132.81	\$ 136.53	\$ 140.35	\$ 144.28	\$ 148.32
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Visual/Graphic Design Manager II	Bachelors	Contractor	\$ 153.28	\$ 157.58	\$ 161.99	\$ 166.52	\$ 171.19
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Visual/Graphic Designer I	Bachelors	Customer	\$ 80.23	\$ 82.48	\$ 84.79	\$ 87.16	\$ 89.60
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Visual/Graphic Designer I	Bachelors	Contractor	\$ 92.61	\$ 95.21	\$ 97.87	\$ 100.61	\$ 103.43
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Visual/Graphic Designer II	Bachelors	Customer	\$ 91.59	\$ 94.15	\$ 96.79	\$ 99.50	\$ 102.29
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Visual/Graphic Designer II	Bachelors	Contractor	\$ 105.71	\$ 108.67	\$ 111.71	\$ 114.84	\$ 118.05
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Visual/Graphic Designer III	Bachelors	Customer	\$ 101.65	\$ 104.49	\$ 107.42	\$ 110.42	\$ 113.52
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Visual/Graphic Designer III	Bachelors	Contractor	\$ 117.32	\$ 120.60	\$ 123.98	\$ 127.45	\$ 131.02
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Visual/Graphic Designer IV	Bachelors	Customer	\$ 132.81	\$ 136.53	\$ 140.35	\$ 144.28	\$ 148.32
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Visual/Graphic Designer IV	Bachelors	Contractor	\$ 153.28	\$ 157.58	\$ 161.99	\$ 166.52	\$ 171.19



				Option Period 1 Year 6 1/15/20- 1/14/21	Option Period 1 Year 7 1/15/21- 1/14/22	Option Period 1 Year 8 1/15/22- 1/14/23	Option Period 1 Year 9 1/15/23- 1/14/24	Option Period 1 Year 10 1/15/24- 1/14/25
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Visual/Graphic Designer V	Bachelors	Customer	\$ 162.82	\$ 167.38	\$ 172.06	\$ 176.88	\$ 181.84
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Visual/Graphic Designer V	Bachelors	Contractor	\$ 187.92	\$ 193.18	\$ 198.59	\$ 204.15	\$ 209.87
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Web Developer I	Bachelors	Customer	\$ 78.72	\$ 80.92	\$ 83.19	\$ 85.52	\$ 87.91
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Web Developer I	Bachelors	Contractor	\$ 90.86	\$ 93.40	\$ 96.02	\$ 98.71	\$ 101.47
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Web Developer II	Bachelors	Customer	\$ 93.67	\$ 96.29	\$ 98.98	\$ 101.76	\$ 104.60
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Web Developer II	Bachelors	Contractor	\$ 108.11	\$ 111.14	\$ 114.25	\$ 117.45	\$ 120.74
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Web Developer III	Bachelors	Customer	\$ 114.49	\$ 117.69	\$ 120.99	\$ 124.37	\$ 127.86
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Web Developer III	Bachelors	Contractor	\$ 132.14	\$ 135.84	\$ 139.64	\$ 143.55	\$ 147.57
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Web Developer IV	Bachelors	Customer	\$ 143.96	\$ 147.99	\$ 152.13	\$ 156.39	\$ 160.77
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Web Developer IV	Bachelors	Contractor	\$ 166.15	\$ 170.81	\$ 175.59	\$ 180.51	\$ 185.56
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Web Developer V	Bachelors	Customer	\$ 179.44	\$ 184.46	\$ 189.63	\$ 194.94	\$ 200.40
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Web Developer V	Bachelors	Contractor	\$ 207.11	\$ 212.91	\$ 218.87	\$ 225.00	\$ 231.30
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Writer/Editor I	Bachelors	Customer	\$ 80.23	\$ 82.48	\$ 84.79	\$ 87.16	\$ 89.60
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Writer/Editor I	Bachelors	Contractor	\$ 92.61	\$ 95.21	\$ 97.87	\$ 100.61	\$ 103.43
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Writer/Editor II	Bachelors	Customer	\$ 91.59	\$ 94.15	\$ 96.79	\$ 99.50	\$ 102.29



				Option Period 1 Year 6 1/15/20-1/14/21	Option Period 1 Year 7 1/15/21-1/14/22	Option Period 1 Year 8 1/15/22-1/14/23	Option Period 1 Year 9 1/15/23-1/14/24	Option Period 1 Year 10 1/15/24-1/14/25
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Writer/Editor II	Bachelors	Contractor	\$ 105.71	\$ 108.67	\$ 111.71	\$ 114.84	\$ 118.05
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Writer/Editor III	Bachelors	Customer	\$ 101.65	\$ 104.49	\$ 107.42	\$ 110.42	\$ 113.52
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Writer/Editor III	Bachelors	Contractor	\$ 117.32	\$ 120.60	\$ 123.98	\$ 127.45	\$ 131.02
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Writer/Editor IV	Bachelors	Customer	\$ 132.81	\$ 136.53	\$ 140.35	\$ 144.28	\$ 148.32
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Writer/Editor IV	Bachelors	Contractor	\$ 153.28	\$ 157.58	\$ 161.99	\$ 166.52	\$ 171.19
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Writer/Editor V	Bachelors	Customer	\$ 162.82	\$ 167.38	\$ 172.06	\$ 176.88	\$ 181.84
512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, 561920	Writer/Editor V	Bachelors	Contractor	\$ 187.92	\$ 193.18	\$ 198.59	\$ 204.15	\$ 209.87
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Manager I	Bachelors	Customer	\$ 145.89	\$ 149.98	\$ 154.18	\$ 158.50	\$ 162.93
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Manager I	Bachelors	Contractor	\$ 168.42	\$ 173.13	\$ 177.98	\$ 182.96	\$ 188.09
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Manager II	Bachelors	Customer	\$ 185.73	\$ 190.93	\$ 196.27	\$ 201.77	\$ 207.42
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Manager II	Bachelors	Contractor	\$ 214.42	\$ 220.42	\$ 226.59	\$ 232.94	\$ 239.46
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Manager III	Bachelors	Customer	\$ 238.66	\$ 245.35	\$ 252.22	\$ 259.28	\$ 266.54
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Manager III	Bachelors	Contractor	\$ 275.48	\$ 283.20	\$ 291.13	\$ 299.28	\$ 307.66
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Manager IV	Bachelors	Customer	\$ 287.92	\$ 295.98	\$ 304.27	\$ 312.79	\$ 321.55
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Manager IV	Bachelors	Contractor	\$ 332.29	\$ 341.59	\$ 351.16	\$ 360.99	\$ 371.10
541620, 562112, 562910REM, 541370GIS, 611430	Water Scientist I	Bachelors	Customer	\$ 78.23	\$ 80.42	\$ 82.67	\$ 84.98	\$ 87.36
541620, 562112, 562910REM, 541370GIS, 611430	Water Scientist I	Bachelors	Contractor	\$ 90.30	\$ 92.83	\$ 95.43	\$ 98.10	\$ 100.85
541620, 562112, 562910REM, 541370GIS, 611430	Water Scientist II	Bachelors	Customer	\$ 92.64	\$ 95.24	\$ 97.90	\$ 100.64	\$ 103.46
541620, 562112, 562910REM, 541370GIS, 611430	Water Scientist II	Bachelors	Contractor	\$ 106.94	\$ 109.93	\$ 113.01	\$ 116.18	\$ 119.43
541620, 562112, 562910REM, 541370GIS, 611430	Water Scientist III	Bachelors	Customer	\$ 113.43	\$ 116.61	\$ 119.87	\$ 123.23	\$ 126.68



				Option Period 1 Year 6 1/15/20-1/14/21	Option Period 1 Year 7 1/15/21-1/14/22	Option Period 1 Year 8 1/15/22-1/14/23	Option Period 1 Year 9 1/15/23-1/14/24	Option Period 1 Year 10 1/15/24-1/14/25
541620, 562112, 562910REM, 541370GIS, 611430	Water Scientist III	Bachelors	Contractor	\$ 130.95	\$ 134.61	\$ 138.38	\$ 142.26	\$ 146.24
541620, 562112, 562910REM, 541370GIS, 611430	Water Scientist IV	Bachelors	Customer	\$ 145.89	\$ 149.98	\$ 154.18	\$ 158.50	\$ 162.93
541620, 562112, 562910REM, 541370GIS, 611430	Water Scientist IV	Bachelors	Contractor	\$ 168.42	\$ 173.13	\$ 177.98	\$ 182.96	\$ 188.09
541620, 562112, 562910REM, 541370GIS, 611430	Water Scientist V	Bachelors	Customer	\$ 185.73	\$ 190.93	\$ 196.27	\$ 201.77	\$ 207.42
541620, 562112, 562910REM, 541370GIS, 611430	Water Scientist V	Bachelors	Contractor	\$ 214.42	\$ 220.42	\$ 226.59	\$ 232.94	\$ 239.46
541620, 562112, 562910REM, 541370GIS, 611430	Water Scientist VI	Masters	Customer	\$ 238.66	\$ 245.35	\$ 252.22	\$ 259.28	\$ 266.54
541620, 562112, 562910REM, 541370GIS, 611430	Water Scientist VI	Masters	Contractor	\$ 275.48	\$ 283.20	\$ 291.13	\$ 299.28	\$ 307.66
541620, 562112, 562910REM, 541370GIS, 611430	Risk Analyst I	Bachelors	Customer	\$ 78.23	\$ 80.42	\$ 82.67	\$ 84.98	\$ 87.36
541620, 562112, 562910REM, 541370GIS, 611430	Risk Analyst I	Bachelors	Contractor	\$ 90.30	\$ 92.83	\$ 95.43	\$ 98.10	\$ 100.85
541620, 562112, 562910REM, 541370GIS, 611430	Risk Analyst II	Bachelors	Customer	\$ 92.64	\$ 95.24	\$ 97.90	\$ 100.64	\$ 103.46
541620, 562112, 562910REM, 541370GIS, 611430	Risk Analyst II	Bachelors	Contractor	\$ 106.94	\$ 109.93	\$ 113.01	\$ 116.18	\$ 119.43
541620, 562112, 562910REM, 541370GIS, 611430	Risk Analyst III	Bachelors	Customer	\$ 113.43	\$ 116.61	\$ 119.87	\$ 123.23	\$ 126.68
541620, 562112, 562910REM, 541370GIS, 611430	Risk Analyst III	Bachelors	Contractor	\$ 130.95	\$ 134.61	\$ 138.38	\$ 142.26	\$ 146.24
541620, 562112, 562910REM, 541370GIS, 611430	Risk Analyst IV	Bachelors	Customer	\$ 145.89	\$ 149.98	\$ 154.18	\$ 158.50	\$ 162.93
541620, 562112, 562910REM, 541370GIS, 611430	Risk Analyst IV	Bachelors	Contractor	\$ 168.42	\$ 173.13	\$ 177.98	\$ 182.96	\$ 188.09
541620, 562112, 562910REM, 541370GIS, 611430	Risk Analyst V	Bachelors	Customer	\$ 185.73	\$ 190.93	\$ 196.27	\$ 201.77	\$ 207.42
541620, 562112, 562910REM, 541370GIS, 611430	Risk Analyst V	Bachelors	Contractor	\$ 214.42	\$ 220.42	\$ 226.59	\$ 232.94	\$ 239.46
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Analyst I	Bachelors	Customer	\$ 78.23	\$ 80.42	\$ 82.67	\$ 84.98	\$ 87.36
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Analyst I	Bachelors	Contractor	\$ 90.30	\$ 92.83	\$ 95.43	\$ 98.10	\$ 100.85
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Analyst II	Bachelors	Customer	\$ 92.64	\$ 95.24	\$ 97.90	\$ 100.64	\$ 103.46
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Analyst II	Bachelors	Contractor	\$ 106.94	\$ 109.93	\$ 113.01	\$ 116.18	\$ 119.43
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Analyst III	Bachelors	Customer	\$ 113.43	\$ 116.61	\$ 119.87	\$ 123.23	\$ 126.68
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Analyst III	Bachelors	Contractor	\$ 130.95	\$ 134.61	\$ 138.38	\$ 142.26	\$ 146.24
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Analyst IV	Bachelors	Customer	\$ 145.89	\$ 149.98	\$ 154.18	\$ 158.50	\$ 162.93
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Analyst IV	Bachelors	Contractor	\$ 168.42	\$ 173.13	\$ 177.98	\$ 182.96	\$ 188.09



				Option Period 1 Year 6 1/15/20-1/14/21	Option Period 1 Year 7 1/15/21-1/14/22	Option Period 1 Year 8 1/15/22-1/14/23	Option Period 1 Year 9 1/15/23-1/14/24	Option Period 1 Year 10 1/15/24-1/14/25
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Analyst V	Bachelors	Customer	\$ 185.73	\$ 190.93	\$ 196.27	\$ 201.77	\$ 207.42
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Analyst V	Bachelors	Contractor	\$ 214.42	\$ 220.42	\$ 226.59	\$ 232.94	\$ 239.46
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Analyst VI	Masters	Customer	\$ 238.66	\$ 245.35	\$ 252.22	\$ 259.28	\$ 266.54
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Analyst VI	Masters	Contractor	\$ 275.48	\$ 283.20	\$ 291.13	\$ 299.28	\$ 307.66
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Engineer I	Bachelors	Customer	\$ 78.23	\$ 80.42	\$ 82.67	\$ 84.98	\$ 87.36
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Engineer I	Bachelors	Contractor	\$ 90.30	\$ 92.83	\$ 95.43	\$ 98.10	\$ 100.85
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Engineer II	Bachelors	Customer	\$ 92.64	\$ 95.24	\$ 97.90	\$ 100.64	\$ 103.46
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Engineer II	Bachelors	Contractor	\$ 106.94	\$ 109.93	\$ 113.01	\$ 116.18	\$ 119.43
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Engineer III	Bachelors	Customer	\$ 113.43	\$ 116.61	\$ 119.87	\$ 123.23	\$ 126.68
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Engineer III	Bachelors	Contractor	\$ 130.95	\$ 134.61	\$ 138.38	\$ 142.26	\$ 146.24
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Engineer IV	Bachelors	Customer	\$ 145.89	\$ 149.98	\$ 154.18	\$ 158.50	\$ 162.93
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Engineer IV	Bachelors	Contractor	\$ 168.42	\$ 173.13	\$ 177.98	\$ 182.96	\$ 188.09
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Engineer V	Bachelors	Customer	\$ 185.73	\$ 190.93	\$ 196.27	\$ 201.77	\$ 207.42
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Engineer V	Bachelors	Contractor	\$ 214.42	\$ 220.42	\$ 226.59	\$ 232.94	\$ 239.46
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Engineer VI	Masters	Customer	\$ 238.66	\$ 245.35	\$ 252.22	\$ 259.28	\$ 266.54
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Engineer VI	Masters	Contractor	\$ 275.48	\$ 283.20	\$ 291.13	\$ 299.28	\$ 307.66
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Health And Safety Specialist I	Bachelors	Customer	\$ 78.23	\$ 80.42	\$ 82.67	\$ 84.98	\$ 87.36
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Health And Safety Specialist I	Bachelors	Contractor	\$ 90.30	\$ 92.83	\$ 95.43	\$ 98.10	\$ 100.85
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Health And Safety Specialist II	Bachelors	Customer	\$ 92.64	\$ 95.24	\$ 97.90	\$ 100.64	\$ 103.46
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Health And Safety Specialist II	Bachelors	Contractor	\$ 106.94	\$ 109.93	\$ 113.01	\$ 116.18	\$ 119.43
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Health And Safety Specialist III	Bachelors	Customer	\$ 113.43	\$ 116.61	\$ 119.87	\$ 123.23	\$ 126.68
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Health And Safety Specialist III	Bachelors	Contractor	\$ 130.95	\$ 134.61	\$ 138.38	\$ 142.26	\$ 146.24

				Option Period 1 Year 6 1/15/20- 1/14/21	Option Period 1 Year 7 1/15/21- 1/14/22	Option Period 1 Year 8 1/15/22- 1/14/23	Option Period 1 Year 9 1/15/23- 1/14/24	Option Period 1 Year 10 1/15/24- 1/14/25
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Health And Safety Specialist IV	Bachelors	Customer	\$ 145.89	\$ 149.98	\$ 154.18	\$ 158.50	\$ 162.93
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Health And Safety Specialist IV	Bachelors	Contractor	\$ 168.42	\$ 173.13	\$ 177.98	\$ 182.96	\$ 188.09
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Health And Safety Specialist V	Bachelors	Customer	\$ 185.73	\$ 190.93	\$ 196.27	\$ 201.77	\$ 207.42
541620, 562112, 562910REM, 541370GIS, 611430	Environmental Health And Safety Specialist V	Bachelors	Contractor	\$ 214.42	\$ 220.42	\$ 226.59	\$ 232.94	\$ 239.46

## SCA Matrix Wage Determinations

SCA Matrix Standard Wage Determination No: 2015-4282		
SCA Eligible Contract Labor Category	SCA Equivalent Code Title	WD Number
Administrative Assistant I	01311 Secretary I	2015-4282
Administrative Assistant II	01312 Secretary II	2015-4282
Administrative Assistant III	01313 Secretary III	2015-4282
Administrative Assistant, Exec I	01020 Administrative Assistant	2015-4282
Administrative Assistant, Exec II	01020 Administrative Assistant	2015-4282
Business Process Analyst I	14101 Computer Systems Analyst I	2015-4282
Business Process Analyst II	14102 Computer Systems Analyst II	2015-4282
Business Specialist I	01012 Accounting Clerk II	2015-4282
Business System Analyst I	14101 Computer Systems Analyst I	2015-4282
Information Security Analyst I	14101 Computer Systems Analyst I	2015-4282
Instructor I	15090 Technical Instructor	2015-4282
Instructor II	15090 Technical Instructor	2015-4282
Instructor III	15090 Technical Instructor	2015-4282
Logistics Specialist I	21410 Warehouse Specialist	2015-4282
Logistics Assistant I	21030 Material Coordinator	2015-4282
Logistics Assistant II	21030 Material Coordinator	2015-4282
Material Control Specialist I	21410 Warehouse Specialist	2015-4282
Material Control Specialist II	21040 Material Expeditor	2015-4282
Policy Analyst I	01112 General Clerk II	2015-4282
Security Specialist I	01113 General Clerk III	2015-4282
Technician I	30081 Engineering Technician I	2015-4282
Technician II	30081 Engineering Technician I	2015-4282
Technician III	30082 Engineering Technician II	2015-4282
Technician IV	30083 Engineering Technician III	2015-4282
Technician V	30084 Engineering Technician IV	2015-4282
Technician VI	30085 Engineering Technician V	2015-4282
Knowledge Manager I	01313 Secretary III	2015-4282
Water Scientist I	30090 - Environmental Technician	2015-4282
Risk Analyst I	30240 - Mathematical Technician	2015-4282
Environmental Analyst I	30090 - Environmental Technician	2015-4282
<p>**The Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The prices for the cited SCA labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCA matrix. The prices offered are based on the preponderance of where work is performed and should the contractor perform in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.</p>		

SCA Matrix Non-Standard Wage Determination No: 1987-0989		
SCA Eligible Contract Labor Category	SCA Equivalent Code Title	WD Number
Linguist/Analyst I	30110 Foreign Language Translator	1987-0989
Linguist/Analyst II	30110 Foreign Language Translator	1987-0989
Linguist/Analyst III	30110 Foreign Language Translator	1987-0989
Linguist/Analyst IV	30110 Foreign Language Translator	1987-0989
Linguist/Analyst IX	30110 Foreign Language Translator	1987-0989
Linguist/Analyst V	30110 Foreign Language Translator	1987-0989
Linguist/Analyst VI	30110 Foreign Language Translator	1987-0989
Linguist/Analyst VII	30110 Foreign Language Translator	1987-0989
Linguist/Analyst VIII	30110 Foreign Language Translator	1987-0989
<p>**The Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The prices for the cited SCA labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCA matrix. The prices offered are based on the preponderance of where work is performed and should the contractor perform in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.</p>		

## LABOR CATEGORY DESCRIPTIONS

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Administrative Assistant I</b>	Responsible for providing general administrative, clerical, and/or secretarial support. Performs routine and non-routine tasks including special projects. May be responsible for scheduling and making arrangements for meetings, for researching and securing requested information, and for researching, compiling and proofing of various reports and studies. May take and/or transcribe confidential or technical information, take and distribute meeting minutes, order supplies, distribute mail, answer phones, respond to customer/client/employee inquiries, and other office administrative duties as required. Interacts with other support staff and departments to gather, supply, or coordinate information. Receives general instructions on routine work, detailed instructions on new assignments. Works on assignments that are routine in nature and typically works within defined standard practices and procedures.	High School Diploma	None
<b>Administrative Assistant II</b>	Responsible for providing general administrative, clerical, and/or secretarial support. Performs routine and non-routine tasks including special projects. May be responsible for scheduling and making arrangements for meetings, for researching and securing requested information, and for researching, compiling and proofing of various reports and studies. May take and/or transcribe confidential or technical information, take and distribute meeting minutes, order supplies, distribute mail, answer phones, respond to customer/client/employee inquiries and other office administrative duties as information. Performs an increasing range of administrative duties under general supervision. Requires more detailed instructions only on new assignments. Works on assignments that are semi-routine in nature but recognizes the need for occasional deviation from accepted practice. Follows standard practices and procedures in analyzing situations or data from which answers can be readily obtained.	High School Diploma + 1 year related experience	None
<b>Administrative Assistant III</b>	Responsible for providing general administrative, clerical, and/or secretarial support to relieve department managers or staff of administrative details. Performs routine and non-routine tasks including special projects. May be responsible for scheduling and making arrangements for meetings, for researching and securing requested information, and for researching, compiling and proofing of various reports and studies. May take and/or transcribe confidential or technical information, take and distribute meeting minutes, order supplies, distribute mail, answer phones, respond to customer/client/employee inquiries, and other office administrative duties. Interacts with other support staff and departments to gather, supply, or coordinate information. Generally receives no instruction on routine work and general instructions on new assignments. Uses professional concepts to solve a variety of problems. Works on assignments that are moderately complex in nature. Requires the use of judgment to resolve problems and to make routine recommendations.	High School Diploma + 2 years related experience	None

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Administrative Assistant, Exec I</b>	Responsible for providing analytical and specialized support to relieve, assist, and, in delegated matters, act on behalf of senior and executive management. Acts as primary liaison with administration and various support functions. Responsible for coordinating the implementation of procedures and programs pertaining to these administrative specialties. Prioritizes and carries out special projects and complex assignments. Exercises frequent judgment, initiative, diplomacy and tact and ensures the confidentiality of all matters. Makes administrative decisions and takes action on behalf of the officer/executive based on knowledge of the organization, policies and personnel. Performs a broad range of administrative tasks for a senior or executive level management. Exercises judgment, initiative and tact, makes administrative decisions and takes action on behalf of the executive based on knowledge of the organization, policies and personnel. Directs established guidelines, procedures and policies.	Bachelor's Degree + 5 years' related experience	High School + 11 years' experience  Associates' Degree + 9 years' experience  Master's Degree + 1 year experience
<b>Administrative Assistant, Exec II</b>	Responsible for providing analytical and specialized support to relieve, assist, and, in delegated matters, act on behalf of senior and executive management. Acts as primary liaison with administration and various support functions. Responsible for coordinating the implementation of procedures and programs pertaining to these administrative specialties. Prioritizes and carries out special projects and complex assignments. Exercises frequent judgment, initiative, diplomacy and tact and ensures the confidentiality of all matters. Makes administrative decisions and takes action on behalf of the officer/executive based on knowledge of the organization, policies and personnel. Performs a broad range of administrative tasks for senior or executive level management. Exercises judgment, initiative and tact, makes administrative decisions and takes action on behalf of the executive based on knowledge of the organization, policies and personnel. Directs established guidelines, procedures and policies.  Administers policies that directly affect subordinate employees. Recommends changes to unit or sub-unit policies.	Bachelor's Degree + 7 years' related experience.	High School + 13 years' experience  Associates' Degree + 11 years' experience  Master's Degree + 3 years' experience
<b>Business Process Analyst I</b>	Responsible for defining and developing mission processes, policies, roles and responsibilities, and performance metrics. Conducts analysis of mission processes: current state analysis, gap analysis, benchmarking, best practices identification, organizational assessment, and other related tasks. Takes project from original concept through final implementation. May coordinate with business and technology teams, ascertaining system requirements, such as program functions, output requirements, input data acquisition, and system techniques and controls. Plans and implements process improvements, including: future state design, change management, and transition planning. Conduct client interviews. May deliver presentations and training courses including measurement, analysis, improvement, and control. May perform cost and benefit analysis.  Interfaces with all areas of project including customer, computer services, and client services. Receives assignments in the form of specific tasks for the work to be completed. Develops resolutions to problems of limited scope.	Bachelor's Degree	High School + 6 years' experience  Associates' Degree + 4 years' experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Business Process Analyst II</b>	Responsible for defining and developing business processes, policies, roles and responsibilities, and performance metrics. Conducts analysis of business processes: current state analysis, gap analysis, benchmarking, best practices identification, organizational assessment, and other related tasks. Takes project from original concept through final implementation. May coordinate with business and technology teams, ascertaining system requirements, such as program functions, output requirements, input data acquisition, and system techniques and controls. Plans and implements process improvements, including: future state design, change management, and transition planning. Conduct client interviews. May deliver presentations and training courses including measurement, analysis, improvement, and control. May perform cost and benefit analysis. Interfaces with all areas of project including customer, computer services, and client services. Receives assignments in the form of objectives and establishes goals to meet outlined objectives. Works on tasks where analysis of client's data requires an evaluation of various factors.	Bachelor's Degree + 2 years' related experience	High School + 8 years' experience  Associates' Degree + 6 years' experience
<b>Business Process Analyst III</b>	Responsible for defining and developing business processes, policies, roles and responsibilities, and performance metrics. Conducts analysis of business processes: current state analysis, gap analysis, benchmarking, best practices identification, organizational assessment, and other related tasks. Takes project from original concept through final implementation. May coordinate with business and technology teams, ascertaining system requirements, such as program functions, output requirements, input data acquisition, and system techniques and controls. Plans and implements process improvements, including: future state design, change management, and transition planning. Conduct client interviews. May deliver presentations and training courses including measurement, analysis, improvement, and control. May perform cost and benefit analysis. Interfaces with all areas of project including customer, computer services, and client services. Receives assignments in the form of objectives and establishes goals to meet outlined objectives. Works on diverse tasks where analysis of client's data requires an evaluation of various factors.	Bachelor's Degree + 3 years' related experience	High School + 9 years' experience  Associates' Degree + 7 years' experience
<b>Business Process Analyst IV</b>	Responsible for defining and developing business processes, policies, roles and responsibilities, and performance metrics. Conducts analysis of business processes: current state analysis, gap analysis, benchmarking, best practices identification, organizational assessment, and other related tasks. Takes project from original concept through final implementation. May coordinate with business and technology teams, ascertaining system requirements, such as program functions, output requirements, input data acquisition, and system techniques and controls. Plans and implements process improvements, including: future state design, change management, and transition planning. Conduct client interviews. May deliver presentations and training courses including measurement, analysis, improvement, and control. May perform cost and benefit analysis. Interfaces with all areas of project including customer, computer services, and client services. Performs business process consulting services that span the life cycle of a project, from business/technical requirements analysis through implementation. Works on moderately complex tasks where analysis of client's data requires an evaluation of various factors.	Bachelor's Degree + 5 years' related experience	High School + 11 years' experience  Associates' Degree + 9 years' experience  Master's Degree + 1 year experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Business Process Analyst V</b>	<p>Responsible for defining and developing mission processes, policies, roles and responsibilities, and performance metrics. Conducts analysis of mission processes: current state analysis, gap analysis, benchmarking, best practices identification, organizational assessment, and other related tasks. Takes project from original concept through final implementation. May coordinate with business and technology teams, ascertaining system requirements, such as program functions, output requirements, input data acquisition, and system techniques and controls. Plans and implements process improvements, including: future state design, change management, and transition planning. Conduct client interviews. May deliver presentations and training courses including measurement, analysis, improvement, and control. May perform cost and benefit analysis.</p> <p>Interfaces with all areas of project including customer, computer services, and client services. Performs process-consulting services that span the life cycle of a project, from mission/technical requirements analysis through implementation. Works on complex tasks where analysis of client's data requires an evaluation of various factors.</p>	Bachelor's Degree + 7 years' related experience	High School + 13 years' experience  Associates' Degree + 11 years' experience  Master's Degree + 3 years' experience
<b>Business Process Analyst VI</b>	<p>Responsible for defining and developing business processes, policies, roles and responsibilities, and performance metrics. Conducts analysis of business processes: current state analysis, gap analysis, benchmarking, best practices identification, organizational assessment, and other related tasks. Takes project from original concept through final implementation. May coordinate with business and technology teams, ascertaining system requirements, such as program functions, output requirements, input data acquisition, and system techniques and controls. Plans and implements process improvements, including: future state design, change management, and transition planning. Conduct client interviews. May deliver presentations and training courses including measurement, analysis, improvement, and control. May perform cost and benefit analysis.</p> <p>Interfaces with all areas of project including customer, computer services, and client services. Responsible for business process consulting activities in an assigned region or vertical, including staffing and project oversight. Works on complex tasks where analysis of client's data requires an evaluation of identifiable factors. May serve as project lead for large or complex projects. Develops, standardizes and customizes process methodologies.</p>	Bachelor's Degree + 9 years' related experience	High School + 15 years' experience  Associates' Degree + 13 years' experience  Master's Degree + 5 years' experience  PhD + 2 years' experience
<b>Business Process Analyst VII</b>	<p>Responsible for defining and developing business processes, policies, roles and responsibilities, and performance metrics. Conducts analysis of business processes: current state analysis, gap analysis, benchmarking, best practices identification, organizational assessment, and other related tasks. Takes project from original concept through final implementation. May coordinate with business and technology teams, ascertaining system requirements, such as program functions, output requirements, input data acquisition, and system techniques and controls. Plans and implements process improvements, including: future state design, change management, and transition planning. Conduct client interviews. May deliver presentations and training courses including measurement, analysis, improvement, and control. May perform cost and benefit analysis.</p> <p>Interfaces with all areas of project including customer, computer services, and client services. May be responsible for management and development of nationwide Business Process Consulting practice, including: staffing and project oversight. Works on complex tasks where analysis of client's data requires an in-depth evaluation of identifiable factors.</p>	Master's Degree + 12 years' related experience	High School + 22 years' experience  Associates' Degree + 20 years' experience  Bachelor's Degree + 16 years' experience  PhD + 9 years' experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Business Specialist I</b>	Participates in the planning, tracking analysis, and reporting on projects of varying type, size, complexity, and level of risk. Responsibilities may include: implementation of financial policies and procedures in support of projects; establishment and maintenance of cost/schedule baselines; development of WBS and related dictionaries, schedules or Resource Loaded Networks (RLN's) and budgets; implementation of Earned Value methodologies and performs related variance analyses; and preparation of written and verbal reports to management regarding cost schedule variances. Has significant interface with Project Managers, Senior Technical Personnel, as well as other organizations. Work is supervised. Normally receives general instructions on all work.	Bachelor's Degree	High School + 6 years' experience  Associates' Degree + 4 years' experience
<b>Business Specialist II</b>	Participates in the planning, tracking analysis, and reporting on projects of varying type, size, complexity, and level of risk. Responsibilities may include: implementation of financial policies and procedures in support of projects; establishment and maintenance of cost/schedule baselines; development of WBS and related dictionaries, schedules or Resource Loaded Networks (RLN's) and budgets; implementation of Earned Value methodologies and performs related variance analyses; and preparation of written and verbal reports to management regarding cost schedule variances. Has significant interface with Project Managers, Senior Technical Personnel, as well as other organizations. Has the knowledge and experience to be able to handle unusual and seldom occurring job events.	Bachelor's Degree + 2 years' related experience	High School + 8 years' experience  Associates' Degree + 6 years' experience
<b>Business Specialist III</b>	Participates in the planning, tracking analysis, and reporting on projects of varying type, size, complexity, and level of risk. Responsibilities may include: implementation of financial policies and procedures in support of projects; establishment and maintenance of cost/schedule baselines; development of WBS and related dictionaries, schedules or Resource Loaded Networks (RLN's) and budgets; implementation of Earned Value methodologies and performs related variance analyses; and preparation of written and verbal reports to management regarding cost schedule variances. Has significant interface with Project Managers, Senior Technical Personnel, as well as other organizations. Work is accomplished without considerable direction. Exerts significant latitude in determining objectives of assignments. May determine methods and procedures on new assignments and may supervise or provide guidance to other personnel.	Bachelor's Degree + 5 years' related experience	High School + 11 years' experience  Associates' Degree + 9 years' experience  Master's Degree + 1 year experience
<b>Business Specialist IV</b>	Participates in the planning, tracking analysis, and reporting on projects of varying type, size, complexity, and level of risk. Responsibilities may include: implementation of financial policies and procedures in support of projects; establishment and maintenance of cost/schedule baselines; development of WBS and related dictionaries, schedules or Resource Loaded Networks (RLN's) and budgets; implementation of Earned Value methodologies and performs related variance analyses; and preparation of written and verbal reports to management regarding cost schedule variances. Has significant interface with Project Managers, Senior Technical Personnel, as well as other organizations. Work is accomplished without considerable direction. Exerts significant latitude in determining objectives of assignments. May determine methods and procedures on new assignments and may supervise or provide guidance to other personnel. Increase in complexity and scope of responsibility at higher levels.	Bachelor's Degree + 8 years' related experience	High School + 14 years' experience  Associates' Degree + 12 years' experience  Master's Degree + 4 years' experience  PhD + 1 year experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Business Specialist V</b>	Participates in the planning, tracking analysis, and reporting on projects of varying contract type, size, complexity, and level of risk. Responsibilities may include: implementation of financial policies and procedures in support of projects; establishment and maintenance of cost/schedule baselines; development of WBS and related dictionaries, schedules or Resource Loaded Networks (RLN's) and budgets; implementation of Earned Value methodologies and performs related variance analyses; and preparation of written and verbal reports to management regarding cost schedule variances. Has significant interface with Project Managers, Contracts, Senior Technical Personnel, as well as other organizations. Works on extremely complex problems where analysis of situations or data requires an evaluation of intangible variables. Exercises independent judgment in developing methods, techniques and evaluation criteria for obtaining results.	Bachelor's Degree + 10 years' related experience	High School + 16 years' experience  Associates' Degree + 14 years' experience  Master's Degree + 6 years' experience  PhD + 3 years' experience
<b>Business System Analyst I</b>	Responsible for analyzing user business problems to be solved with automated systems. May formulate and define information system scope and objectives through research, analysis, testing and fact finding with a basic understanding of business systems and industry requirements. Assignments typically include problem definition, evaluation of requirements, and implementation of systems to meet business, user, and cost requirements. Supports the installation of basic computer operating systems, network, and application software, web development and mobile applications, and computer/ network hardware. May prepare communications and make presentations on recommendations on system enhancements or alternatives. May act as functional expert. Assists in formulating and defining information systems scope and objectives through research, analysis, test and fact-finding combined with a basic understanding of business systems and industry requirements.	Associates Degree	High School + 2 years' experience
<b>Business System Analyst II</b>	Responsible for analyzing user business problems to be solved with automated systems. May formulate and define information system scope and objectives through research, analysis, testing and fact finding with a basic understanding of business systems and industry requirements. Assignments typically include problem definition, evaluation of requirements, and implementation of systems to meet business, user, and cost requirements. Supports the installation of basic computer operating systems, network, and application software, web development and mobile applications, and computer/ network hardware. May prepare communications and make presentations on recommendations on system enhancements or alternatives. May act as functional expert. Formulates and defines information systems scope and objectives through research, analysis, testing, and fact-finding combined with a basic understanding of business systems and industry requirements.	Bachelor's Degree + 2 years' related experience	High School + 8 years' experience  Associates' Degree + 6 years' experience
<b>Business System Analyst III</b>	Responsible for analyzing user business problems to be solved with automated systems. May formulate and define information system scope and objectives through research, analysis, testing and fact finding with a basic understanding of business systems and industry requirements. Assignments typically include problem definition, evaluation of requirements, and implementation of systems to meet business, user, and cost requirements. Supports the installation of complex computer operating systems, network, and application software, web development and mobile applications, and computer/ network hardware. May prepare communications and make presentations on recommendations on system enhancements or alternatives. May act as functional expert. Formulates and defines complex information systems scope and objectives through research, analysis, testing, and fact-finding combined with a basic understanding of business systems and industry requirements.	Bachelor's Degree + 4 years' related experience	High School + 10 years' experience  Associates' Degree + 8 years' experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Business System Analyst IV</b>	Responsible for analyzing user business problems to be solved with automated systems. May formulate and define information system scope and objectives through research, analysis, testing and fact finding with a basic understanding of business systems and industry requirements. Assignments typically include problem definition, evaluation of requirements, and implementation of systems to meet business, user, and cost requirements. Supports the installation of complex computer operating systems, network, and application software, web development and mobile applications, and computer/ network hardware. May prepare communications and make presentations on recommendations on system enhancements or alternatives. May act as functional expert. Plans, conducts and may direct the analysis of complex business issues to be solved with information systems. May work with a variety of computer languages, systems, and hardware configurations.	Bachelor's Degree + 7 years' related experience	High School + 13 years' experience  Associates' Degree + 11 years' experience  Master's Degree + 3 years' experience
<b>Business System Analyst V</b>	Responsible for analyzing user business problems to be solved with automated systems. May formulate and define information system scope and objectives through research, analysis, testing and fact finding with a basic understanding of business systems and industry requirements. Assignments typically include problem definition, evaluation of requirements, and implementation of systems to meet business, user, and cost requirements. Responsible for the installation of computer operating systems, network, and application software, web development and mobile applications, and computer/ network hardware. May prepare communications and make presentations on recommendations on system enhancements or alternatives. May act as functional expert. Provides work direction and guidance to others. Works with a variety of computer languages, systems, and hardware configurations. Functions as team leader for projects with moderate budgets and short to intermediate duration.	Bachelor's Degree + 9 years' related experience	High School + 15 years' experience  Associates' Degree + 13 years' experience  Master's Degree + 5 years' experience  PhD + 2 years' experience
<b>Consultant Specialist I</b>	Understands business practices, market position and deployment of technology into mission environments. Facilitates Business Process Change and will provide Change Management Consulting to ensure that organizational aspects (i.e. organizational culture, fit, etc.) are addressed as new enabling technologies are implemented. Performs technical and business related research to support client needs, assist in the installation/implementation, development and analysis of materials/processes/systems. Works with team in the analysis, formulation, development and delivery of engagement material and results. Plans, develops, and maintains engagement project and program plans. Develops statements of work, technical approaches, and cost estimates to perform future work. Work is reviewed by management to measure meeting objectives. Directs established guidelines, procedures and policies.	Bachelor's Degree + 3 years' related experience	High School + 9 years' experience  Associates' Degree + 7 years' experience
<b>Consultant Specialist II</b>	Understands business practices, market position and deployment of technology into mission environments. Facilitates Business Process Change and will provide Change Management Consulting to ensure that organizational aspects (i.e. organizational culture, fit, etc.) are addressed as new enabling technologies are implemented. Performs technical and business related research to support client needs, assist in the installation/implementation, development and analysis of materials/processes/systems. Works with team in the analysis, formulation, development and delivery of engagement material and results. Plans, develops, and maintains engagement project and program plans. Develops statements of work, technical approaches, and cost estimates to perform future work. Helps establish and recommend changes to policies (both business and Information Technology) which affect the client's organization.	Bachelor's Degree + 5 years' related experience	High School + 11 years' experience  Associates' Degree + 9 years' experience  Master's Degree + 1 year experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Consultant Specialist III</b>	Understands business practices, market position and deployment of technology into mission environments. Facilitates Business Process Change and will provide Change Management Consulting to ensure that organizational aspects (i.e. organizational culture, fit, etc.) are addressed as new enabling technologies are implemented. Performs technical and business related research to support client needs, assist in the installation/implementation, development and analysis of materials/processes/systems. Works with team in the analysis, formulation, development and delivery of engagement material and results. Plans, develops, and maintains engagement project and program plans. Develops statements of work, technical approaches, and cost estimates to perform future work. Provides direction policies and management guidance. Work is reviewed by management to measure meeting of objectives. Administers policies that directly affect subordinate employees.	Bachelor's Degree + 7 years' related experience	High School + 13 years' experience  Associates' Degree + 11 years' experience  Master's Degree + 3 years' experience
<b>Engineer I</b>	Assists in defining and executing engineering activities within a project. These activities may consist of planning, performance management, capacity planning, testing and validation, benchmarking, engineering, and development and staffing of an engineering management plan. Performs engineering planning, performance management, capacity planning, testing and validation, benchmarking. Development and staffing of an engineering management plan. Supports project engineers, as required. Analyzes and develops technical documentation detailing the integration and system performance. Capable of providing preliminary solutions to a variety of problems that may arise in an expeditious, efficient, and timely manner.	Bachelor's Degree t	High School + 6 years' experience  Associates' Degree + 4 years' experience
<b>Engineer II</b>	Assists in defining and executing engineering activities within a project. These activities may consist of planning, performance management, capacity planning, testing and validation, benchmarking, engineering, and development and staffing of an engineering management plan. Performs engineering planning, performance management, capacity planning, testing and validation, benchmarking. Development and staffing of an engineering management plan. Supports project engineers, as required. Analyzes and develops technical documentation detailing the integration and system performance. Capable of providing preliminary solutions to a variety of problems that may arise in an expeditious, efficient, and timely manner.	Bachelor's Degree + 2 years related experience	High School + 8 years' experience  Associates' Degree + 6 years' experience
<b>Engineer III</b>	Assists in defining and executing engineering activities within a project. These activities may consist of planning, performance management, capacity planning, testing and validation, benchmarking, engineering, and development and staffing of an engineering management plan. Performs engineering planning, performance management, capacity planning, testing and validation, benchmarking. Development and staffing of an engineering management plan. Supports project engineers, as required. Analyzes and develops technical documentation detailing the integration and system performance. May serve as sole system engineer on a small project of moderate complexity, or as a member of a team supporting a larger or more complex project.	Bachelor's Degree + 3 years related experience	High School + 9 years' experience  Associates' Degree + 7 years' experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Engineer IV</b>	<p>Assists in defining and executing engineering activities within a project. These activities may consist of planning, performance management, capacity planning, testing and validation, benchmarking, engineering, and development and staffing of an engineering management plan.</p> <p>Performs engineering planning, performance management, capacity planning, testing and validation, benchmarking. Development and staffing of an engineering management plan. Supports project engineers, as required. Analyzes and develops technical documentation detailing the integration and system performance. May serve as sole system engineer on a small project of moderate complexity, or as a member of a team supporting a larger or more complex project.</p>	Bachelor's Degree + 4 years related experience	<p>High School + 10 years' experience</p> <p>Associates' Degree + 8 years' experience</p>
<b>Engineer V</b>	<p>Performs a variety of engineering tasks that are broad in nature and are concerned with design and implementation, including personnel, hardware, software and support facilities and/or equipment. Performs with some latitude for unreviewed actions and decisions. Plans and performs engineering research, design development, and other assignments in conformance with design, engineering, and customer specifications. Responsible for the technical/engineering part of a major project or a project of lesser complexity and importance than those normally assigned to a higher-level engineer. Coordinates the activities of technicians assigned to specific engineering projects. May serve as sole system engineer on a small to medium sized project, or as team lead for a portion of a large or complex project. Plans and executes complex engineering activities. Principal contributor.</p>	Bachelor's Degree + 5 years related experience	<p>High School + 11 years' experience</p> <p>Associates' Degree + 9 years' experience</p> <p>Master's Degree + 1 year experience</p>
<b>Engineer VI</b>	<p>Performs a variety of engineering tasks that are broad in nature and are concerned with design and implementation, including personnel, hardware, software and support facilities and/or equipment. Performs with some latitude for unreviewed actions and decisions. Plans and performs engineering research, design development, and other assignments in conformance with design, engineering, and customer specifications. Responsible for the technical/engineering part of a major project or a project of lesser complexity and importance than those normally assigned to a higher-level engineer. Coordinates the activities of technicians assigned to specific engineering projects.</p> <p>Functions as systems engineering lead for a medium sized project of significant complexity, or as team lead for a major segment of a large project. Plans and executes highly complex engineering activities.</p> <p>Principal contributor to engineering activities.</p>	Bachelor's Degree + 6 years related experience	<p>High School + 12 years' experience</p> <p>Associates' Degree + 10 years' experience</p> <p>Master's Degree + 2 years' experience</p>
<b>Engineer VII</b>	<p>Performs a variety of engineering tasks that are broad in nature and are concerned with design and implementation, including personnel, hardware, software and support facilities and/or equipment. Performs with some latitude for unreviewed actions and decisions. Plans and performs engineering research, design development, and other assignments in conformance with design, engineering, and customer specifications. Responsible for the technical/engineering part of a major project or a project of lesser complexity and importance than those normally assigned to a higher-level engineer. Coordinates the activities of technicians assigned to specific engineering projects.</p> <p>Functions as systems engineering lead for a large size project of significant complexity, or as team lead for a major segment of a large project. Provides solutions to complex problems of diverse scope where analysis of situation or data requires an in-depth evaluation of various factors.</p>	Bachelor's Degree + 8 years related experience	<p>High School + 14 years' experience</p> <p>Associates' Degree + 12 years' experience</p> <p>Master's Degree + 4 years' experience</p> <p>PhD + 1 year experience</p>

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Engineer VIII</b>	Performs a variety of engineering tasks, which are broad in nature and are concerned with the design and implementation, including personnel, hardware, software and support facilities and/or equipment. Supervises team of engineers through project completion. Plans and performs engineering research, design development, and other assignments in conformance with design, engineering, and customer specifications. Supervises team of engineers through project completion. Responsible for major technical/engineering projects of higher complexity and importance than those normally assigned to lower level engineers. Coordinates the activities of engineers and technicians assigned to specific engineering projects. Provides solutions to complex problems of diverse scope where analysis of situation or data requires an in-depth evaluation of various factors.	Bachelor's Degree + 10 years related experience	High School + 16 years' experience  Associates' Degree + 14 years' experience  Master's Degree + 6 years' experience  PhD + 3 years' experience
<b>Engineer IX</b>	Performs a variety of engineering tasks, either independently or under supervision, which are broad in nature and are concerned with the design and implementation, including personnel, hardware, software and support facilities and/or equipment. Supervises team of engineers through project completion. Plans and performs engineering research, design development, and other assignments in conformance with design, engineering, and customer specifications. Supervises team of engineers through project completion. Responsible for major technical/engineering projects of higher complexity and importance than those normally assigned to lower level engineers. Coordinates the activities of engineers and technicians assigned to specific engineering projects. Provides solutions to complex problems of diverse scope where analysis of situation or data requires an in-depth evaluation of various factors.	Bachelor's Degree + 12 years related experience	High School + 18 years' experience  Associates' Degree + 16 years' experience  Master's Degree + 8 years' experience  PhD + 5 years' experience
<b>Senior Engineer</b>	Expert in single or multiple technical disciplines providing expert knowledge. May perform a variety of engineering tasks, which are broad in nature and are concerned with the design and implementation, including personnel, hardware, software and support facilities and/or equipment. Plans and performs engineering research, design development/evaluation, technical development, system integration planning and other assignments in specific technical areas in conformance with design, engineering, and customer specifications. Responsible for major technical/engineering projects of high complexity and importance. Coordinates the activities of engineers and technicians assigned to specific engineering projects. Capable of solving a variety of problems that may arise in an expeditious, efficient, and timely manner. Capable of identifying choke points and providing alternative solutions. May be primary determiner of systems engineering practice on projects. Supervises a broad team of technical staff/engineers through project completion.	Bachelor's Degree + 12 years related experience	High School + 18 years' experience  Associates' Degree + 16 years' experience  Master's Degree + 8 years' experience  PhD + 5 years' experience
<b>Information Security Analyst I</b>	Designs, develops or recommends integrated security system and physical control solutions that will ensure proprietary/confidential data and systems are protected. Provides technical engineering services for the support of integrated security systems and solutions to manage information-related risks. Participates with the client in the strategic design process to translate security and business requirements into technical designs. Configures and validates secure systems and physical controls, and tests security products and systems to detect security weakness. Works on tasks where analysis of data requires an evaluation of various factors. Works within broadly defined practices and policies. Normally receives no instruction on routine work, general instruction on new assignments.	Bachelor's Degree + 2 years' related experience	High School + 8 years' experience  Associates' Degree + 6 years' experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Information Security Analyst II</b>	<p>Designs, develops or recommends integrated security system and physical control solutions that will ensure proprietary/confidential data and systems are protected. Provides technical engineering services for the support of integrated security systems and solutions to manage information-related risks. Participates with the client in the strategic design process to translate security and business requirements into technical designs. Configures and validates secure systems and physical controls, and tests security products and systems to detect security weakness. May provide guidance to others to achieve goals in accordance with established policies. Works on problems of moderate scope where analysis of data requires an evaluation of various factors. Works under limited direction. May determine methods and procedures on new assignments.</p>	Bachelor's Degree + 4 years' related experience.	<p>High School + 10 years' experience</p> <p>Associates' Degree + 8 years' experience</p>
<b>Information Security Analyst III</b>	<p>Designs, develops or recommends integrated security system and physical control solutions that will ensure proprietary/confidential data and systems are protected. Provides technical engineering services for the support of integrated security systems and solutions to manage information-related risks. Participates with the client in the strategic design process to translate security and business requirements into technical designs. Configures and validates secure systems and physical controls, and tests security products and systems to detect security weakness. Provides guidance to others to achieve goals in accordance with established policies. Works on problems of diverse scope where analysis of client's data requires an evaluation of various factors. May determine methods and procedures on new assignments and provide guidance to nonexempt personnel.</p>	Bachelor's Degree + 6 years' related experience	<p>High School + 12 years' experience</p> <p>Associates' Degree + 10 years' experience</p> <p>Master's Degree + 2 years' experience</p>
<b>Information Security Analyst IV</b>	<p>Designs, develops or recommends integrated security system and physical control solutions that will ensure proprietary/confidential data and systems are protected. Provides technical engineering services for the support of integrated security systems and solutions to manage information-related risks. Participates with the client in the strategic design process to translate security and business requirements into technical designs. Configures and validates secure systems and physical controls, and tests security products and systems to detect security weakness. Provides guidance to others to achieve goals in accordance with established policies. Works on complex problems where analysis of situation or data requires an in-depth evaluation of various factors. May be responsible for the technical direction, leadership, and training of less related experienced staff. Acts independently to determine methods and procedures on new assignments.</p>	Bachelor's Degree + 8 years' related experience	<p>High School + 14 years' experience</p> <p>Associates' Degree + 12 years' experience</p> <p>Master's Degree + 4 years' experience</p> <p>PhD + 1 year experience</p>
<b>Information Security Analyst V</b>	<p>Designs, develops or recommends integrated security system and physical control solutions that will ensure proprietary/confidential data and systems are protected. Provides technical engineering services for the support of integrated security systems and solutions to manage information-related risks. Participates with the client in the strategic design process to translate security and business requirements into technical designs. Configures and validates secure systems and physical controls, and tests security products and systems to detect security weakness. Oversees the preparation, presentation and follow-up of major projects. Establishes operational objectives and assignments and may delegate assignments to subordinate staff.</p> <p>Works on extremely complex problems where analysis of situations or data requires an evaluation of intangible variables. Coordinates the activities of a section or department with responsibility for results. May be responsible for the technical direction, leadership, and training of less experienced staff.</p>	Bachelor's Degree + 10 years' related experience	<p>High School + 16 years' experience</p> <p>Associates' Degree + 14 years' experience</p> <p>Master's Degree + 6 years' experience</p> <p>PhD + 3 years' experience</p>

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Instructor I</b>	Responsible for instructing participants on services, procedures, processes, techniques, tactics, products, or skills development. Course delivery typically includes a variety of formats such as lecture, lab exercises, field training, Computer-Based Training (CBT) or Web-Based Training (WBT). Assesses or tests participants on learning objectives. Duties may include participation in course definition and development, with primary focus on course delivery. May also perform post-event follow-up activities such as documenting on site user training statistics and lessons learned and participating in status calls related to the training. Works on assignments that are moderately complex in nature. Requires the use of judgment to resolve problems and to make routine recommendations. Generally receives no instruction on routine work and general instructions on new assignments. Follows standard practices and procedures.	High School Diploma + 4 years' related experience	Associates' Degree + 2 years' experience
<b>Instructor II</b>	Responsible for instructing participants on services, procedures, processes, techniques, tactics, products, or skills development. Course delivery typically includes a variety of formats such as lecture, lab exercises, field training, Computer-Based Training (CBT) or Web-Based Training (WBT). Assesses or tests participants on learning objectives. Duties may include participation in course definition and development, with primary focus on course delivery. May also perform post-event follow-up activities such as documenting on site user training statistics and lessons learned and participating in status calls related to the training. Receives assignments in the form of objectives and establishes goals to meet objectives. Works on problems of diverse scope where analysis of data requires evaluation of identifiable factors. Exercises independent judgment within generally defined training policies, procedures and goals in selecting methods and techniques. Supervises or provides guidance to other personnel.	High School Diploma + 8 years' related experience	Associates' Degree + 6 years' experience  Bachelor's Degree + 2 years' experience
<b>Instructor III</b>	Responsible for instructing participants on services, procedures, processes, techniques, tactics, products, or skills development. Course delivery typically includes a variety of formats such as lecture, lab exercises, field training, Computer-Based Training (CBT) or Web-Based Training (WBT). Assesses or tests participants on learning objectives. Duties may include participation in course definition and development, with the primary focus on course delivery. May also perform post-event follow-up activities such as documenting on site user training statistics and lessons learned and participating in status calls related to the training. Uses expertise in providing instruction to define operational objectives, complete assignments with high proficiency, and act as a strategic resource. Works on extremely complex problems where analysis of situations or data requires an evaluation of intangible variables. Exercises independent judgment in developing methods, techniques and evaluation criteria for obtaining results. Supervises or provides guidance to other personnel.	High School Diploma + 10 years' related experience	Associates' Degree + 8 years' experience  Bachelor's Degree + 4 years' experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Intelligence Analyst I</b>	<p>Provides intelligence support for contingency operations, battle staff and operational-level planning, joint and multi-lateral training exercises, and strategic engagement policy throughout the Areas of Operational Responsibility (AOR) and Areas of Interest (AOI) to include analysis and research for industry, infrastructure, technology, country, geographic area, biographic and targeted vulnerability.</p> <p>Monitors and analyzes all strategic and operational aspects of political, military, and economic developments for the countries in the AORs and AOIs. Assesses future and on-going political-military developments, military capabilities and doctrine, weapons acquisitions, and employment of military forces within each country (including the U.S.). Researches, authors, and coordinates threat assessments to support the Commander and the senior leadership as well. May focus on domestic as well as international threats. Considered to be a recognized authority in this area of expertise. Intelligence analysis may include; IMINT, SIGINT, ELINT, HUMINT, or MASINT. Develops and maintains analytical procedures to meet changing requirements and ensure maximum operations. May support development and analysis of intelligence products. Presents analysis or products to customers. May support policy and procedures development for agency, interagency, or community wide support.</p>	Bachelor's Degree + 2 years' related experience.	<p>High School + 8 years' experience</p> <p>Associates' Degree + 6 years' experience</p>
<b>Intelligence Analyst II</b>	<p>Provides intelligence support for contingency operations, battle staff and operational-level planning, joint and multi-lateral training exercises, and strategic engagement policy throughout the Areas of Operational Responsibility (AOR) and Areas of Interest (AOI) to include analysis and research for industry, infrastructure, technology, country, geographic area, biographic and targeted vulnerability.</p> <p>Monitors and analyzes all strategic and operational aspects of political, military, and economic developments for the countries in the AORs and AOIs. Assesses future and on-going political-military developments, military capabilities and doctrine, weapons acquisitions, and employment of military forces within each country (including the U.S.). Researches, authors, and coordinates threat assessments to support the Commander and the senior leadership as well. May focus on domestic as well as international threats. Considered to be a recognized authority in this area of expertise. Intelligence analysis may include; IMINT, SIGINT, ELINT, HUMINT, or MASINT. Develops and maintains analytical procedures to meet changing requirements and ensure maximum operations. May support development and analysis of intelligence products. Presents analysis or products to customers. May support policy and procedures development for agency, interagency, or community wide support. Receives assignments in the form of objectives with goals and processes to meet goals. Work is reviewed by management to measure meeting objectives.</p>	Bachelor's Degree + 4 years' related experience	<p>High School + 10 years' experience</p> <p>Associates' Degree + 8 years' experience</p>
<b>Intelligence Analyst III</b>	<p>Provides intelligence support for contingency operations, battle staff and operational-level planning, joint and multi-lateral training exercises, and strategic engagement policy throughout the Areas of Operational Responsibility (AOR) and Areas of Interest (AOI) to include analysis and research for industry, infrastructure, technology, country, geographic area, biographic and targeted vulnerability.</p> <p>Monitors and analyzes all strategic and operational aspects of political, military, and economic developments for the countries in the AORs and AOIs. Assesses future and on-going political-military developments, military capabilities and doctrine, weapons acquisitions, and employment of military forces within each country (including the U.S.). Researches, authors, and coordinates threat assessments to support the Commander and the senior leadership as well. May focus on domestic as well as international threats. Considered to be a recognized authority in this area of expertise. Intelligence analysis may include; IMINT, SIGINT, ELINT, HUMINT, or MASINT. Develops and maintains analytical procedures to meet changing requirements and ensure maximum operations. May support development and analysis of intelligence products. Presents analysis or products to customers. May support policy and procedures development for agency, interagency, or community wide support. Receives assignments in the form of objectives with goals and processes to meet goals. Work is reviewed by management to measure meeting</p>	Bachelor's Degree + 6 years' related experience	<p>High School + 12 years' experience</p> <p>Associates' Degree + 10 years' experience</p> <p>Master's Degree + 2 years' experience</p>

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
	objectives.		
<b>Intelligence Analyst IV</b>	Provides intelligence support for contingency operations, battle staff and operational-level planning, joint and multi-lateral training exercises, and strategic engagement policy throughout the Areas of Operational Responsibility (AOR) and Areas of Interest (AOI) to include analysis and research for industry, infrastructure, technology, country, geographic area, biographic and targeted vulnerability. Monitors and analyzes all strategic and operational aspects of political, military, and economic developments for the countries in the AORs and AOIs. Assesses future and on-going political-military developments, military capabilities and doctrine, weapons acquisitions, and employment of military forces within each country (including the U.S.). Researches, authors, and coordinates threat assessments to support the Commander and the senior leadership as well. May focus on domestic as well as international threats. Considered to be a recognized authority in this area of expertise. Intelligence analysis may include; IMINT, SIGINT, ELINT, HUMINT, or MASINT. Develops and maintains analytical procedures to meet changing requirements and ensure maximum operations. May support development and analysis of intelligence products. Presents analysis or products to customers. May support policy and procedures development for agency, interagency, or community wide support. Receives assignments in the form of objectives with goals and processes to meet goals. Work is reviewed by management to measure meeting objectives. Administers client policies that directly affect subordinate employees. Recommends changes to policies.	Bachelor's Degree + 9 years' related experience	High School + 15 years' experience  Associates' Degree + 13 years' experience  Master's Degree + 5 years' experience  PhD + 2 years' experience
<b>Intelligence Analyst V</b>	Provides intelligence support for contingency operations, battle staff and operational-level planning, joint and multi-lateral training exercises, and strategic engagement policy throughout the Areas of Operational Responsibility (AOR) and Areas of Interest (AOI) to include analysis and research for industry, infrastructure, technology, country, geographic area, biographic and targeted vulnerability. Monitors and analyzes all strategic and operational aspects of political, military, and economic developments for the countries in the AORs and AOIs. Assesses future and on-going political-military developments, military capabilities and doctrine, weapons acquisitions, and employment of military forces within each country (including the U.S.). Researches, authors, and coordinates threat assessments to support the Commander and the senior leadership as well. May focus on domestic as well as international threats. Considered to be a recognized authority in this area of expertise. Intelligence analysis may include; IMINT, SIGINT, ELINT, HUMINT, or MASINT. Develops and maintains analytical procedures to meet changing requirements and ensure maximum operations. May support development and analysis of intelligence products. Presents analysis or products to customers. May support policy and procedures development for agency, interagency, or community wide support. Receives assignments in the form of objectives and establishes goals to meet objectives. Work is reviewed and measured based on meeting objectives and schedules. Establishes and recommends changes to policies, which affect subordinate organization(s).	Master's Degree + 12 years' related experience	High School + 22 years' experience  Associates' Degree + 20 years' experience  Bachelor's Degree + 16 years' experience  PhD + 9 years' experience
<b>Logistics Specialist I</b>	Performs system fault analysis, life cycle maintenance and integrated product support (IPS) of major systems. Controls the efficient flow of goods, services and information between point of origin through customer placement in order to meet customer requirements. Ensures the execution and continuous improvement of standard logistic processes. Logistics functions encompass maintenance, supply, transportation and logistics plans. Assists in performing routine logistics duties which are broad in nature and include warehousing, packaging, shipping, and maintaining, repairing, and operating facilities and/or equipment Inherently included as logistics tasks are program formulation, policy planning, coordination, inspection, integrated logistics processes, joint planning logistics, acquisition and wholesale logistics, product support, asset visibility, material management and supervision.	High School Diploma + 2 years' related experience.	None

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Logistics Assistant I</b>	Plans, develops and implements programs to coordinate physical distribution, order fulfillment, inventory management and control, and contract management activities. Controls the efficient flow of goods, services, and information between point of origin through customer placement in order to meet customer requirements. Develops and administers production plan and schedules as they relate to material and product flow inbound and outbound to ensure customer service and time objectives are achieved within existing financial constraints in order to meet marketing and financial objectives. Ensures the execution and continuous improvement of standard logistics processes, such as the replenishment system, data interchange systems, demand management, electronic data systems administration and related functions. May perform equipment or system fault analysis. Involved in life cycle maintenance and integrated logistics support of major systems. Works on assignments that are routine in nature where ability to recognize deviation from accepted practice is required.	High School Diploma + 4 years' related experience	Associates' Degree + 2 years' experience
<b>Logistics Assistant II</b>	Plans, develops and implements programs to coordinate physical distribution, order fulfillment, inventory management and control, and contract management activities. Controls the efficient flow of goods, services, and information between point of origin through customer placement in order to meet customer requirements. Develops and administers production plan and schedules as they relate to material and product flow inbound and outbound to ensure customer service and time objectives are achieved within existing financial constraints in order to meet marketing and financial objectives. Ensures the execution and continuous improvement of standard logistics processes, such as the replenishment system, data interchange systems, demand management, electronic data systems administration and related functions. May perform equipment or system fault analysis. Involved in life cycle maintenance and integrated logistics support of major systems. Works on assignments that are semi-routine in nature where ability to recognize deviation from accepted practice is required.	High School Diploma + 6 years' related experience	Associates' Degree + 4 years' experience
<b>Logistics Analyst I</b>	Performs system fault analysis, life cycle maintenance and integrated product support (IPS) of major systems. Controls the efficient flow of goods, services and information between point of origin through customer placement in order to meet customer requirements. Ensures the execution and continuous improvement of standard logistic processes. Logistics functions encompass maintenance, supply, transportation and logistics plans. Inherently included as logistics tasks are program formulation, policy planning, coordination, inspection, integrated logistics processes, joint planning logistics, acquisition and wholesale logistics, product support, asset visibility, material management and supervision. Works on problems of diverse scope where analysis of data requires evaluation of identifiable factors.	Bachelor's Degree + 2 years' related experience	High School + 8 years' experience  Associates' Degree + 6 years' experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Logistics Analyst II</b>	Performs system fault analysis, life cycle maintenance and integrated product support (IPS) of major systems. Controls the efficient flow of goods, services and information between point of origin through customer placement in order to meet customer requirements. Ensures the execution and continuous improvement of standard logistic processes. Logistics functions encompass maintenance, supply, transportation and logistics plans. Inherently included as logistics tasks are program formulation, policy planning, coordination, inspection, integrated logistics processes, joint planning logistics, acquisition and wholesale logistics, product support, asset visibility, material management and supervision. Works on tasks where analysis of data requires an evaluation of various factors. Implements established guidelines, procedures and policies. Ensures project schedules, and performance requirements are met.	Bachelor's Degree + 4 years' related experience	High School + 10 years' experience  Associates' Degree + 8 years' experience
<b>Logistics Analyst III</b>	Performs system fault analysis, life cycle maintenance and integrated product support (IPS) of major systems. Controls the efficient flow of goods, services and information between point of origin through customer placement in order to meet customer requirements. Ensures the execution and continuous improvement of standard logistic processes. Logistics functions encompass maintenance, supply, transportation and logistics plans. Inherently included as logistics tasks are program formulation, policy planning, coordination, inspection, integrated logistics processes, joint planning logistics, acquisition and wholesale logistics, product support, asset visibility, material management and supervision. Works on complex problems where analysis of situation or data requires an in-depth evaluation of various factors.	Bachelor's Degree + 6 years' related experience	High School + 12 years' experience  Associates' Degree + 10 years' experience  Master's Degree + 2 years' experience
<b>Logistics Analyst IV</b>	Performs system fault analysis, life cycle maintenance and integrated product support (IPS) of major systems. Controls the efficient flow of goods, services and information between point of origin through customer placement in order to meet customer requirements. Ensures the execution and continuous improvement of standard logistic processes. Logistics functions encompass maintenance, supply, transportation and logistics plans. Inherently included as logistics tasks are program formulation, policy planning, coordination, inspection, integrated logistics processes, joint planning logistics, acquisition and wholesale logistics, product support, asset visibility, material management and supervision. Works on complex problems where analysis of situation or data requires an in-depth evaluation of various factors. Establishes and recommends changes to policies, which affect subordinate organizations(s). May supervise and provide guidance to other personnel.	Bachelor's Degree + 10 years' related experience	High School + 16 years' experience  Associates' Degree + 14 years' experience  Master's Degree + 6 years' experience  PhD + 3 years' experience
<b>Logistics Analyst V</b>	Performs system fault analysis, life cycle maintenance and integrated product support (IPS) of major systems. Controls the efficient flow of goods, services and information between point of origin through customer placement in order to meet customer requirements. Ensures the execution and continuous improvement of standard logistic processes. Logistics functions encompass maintenance, supply, transportation and logistics plans. Inherently included as logistics tasks are program formulation, policy planning, coordination, inspection, integrated logistics processes, joint planning logistics, acquisition and wholesale logistics, product support, asset visibility, material management and supervision. Establishes operational objectives and assignments. Works on complex problems where analysis of situations or data requires an evaluation of intangible variables. Involved in developing, modifying and executing policies, which affect immediate operation(s).	Bachelor's Degree + 12 years' related experience	High School + 18 years' experience  Associates' Degree + 16 years' experience  Master's Degree + 8 years' experience  PhD + 5 years' experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Material Control Specialist I</b>	<p>Performs a variety of logistics functions, which are broad in nature and include warehousing, receiving, packaging, shipping, and maintaining, repairing, and operating facilities and/or equipment. General knowledge of basic logistics functions. Works under supervision.</p> <p>Works on assignments that are routine in nature and moderately complex where judgment is resolving problems and making routine recommendations. Normally receives no instruction on routine work, general instruction on new assignments.</p>	High School Diploma + 4 years' related experience	Associates' Degree + 2 years' experience
<b>Material Control Specialist II</b>	<p>Performs a variety of logistics functions, which are broad in nature and include warehousing, receiving, packaging, shipping, and maintaining, repairing, and operating facilities and/or equipment. Detailed knowledge of basic logistics functions. Works on assignments that are moderate to complex in nature where judgment is resolving problems and making routine recommendations. Works under supervision.</p> <p>Normally receives no instruction on routine work, general instruction on new assignments.</p>	High School Diploma + 6 years' related experience	Associates' Degree + 4 years' experience
<b>Material Control Manager</b>	<p>Performs a variety of logistics functions, which are broad in nature and include warehousing, receiving, packaging, shipping, and maintaining, repairing, and operating facilities and/or equipment. Highly competent and experienced with complex logistics functions. Works on moderately complex tasks where analysis of data requires an evaluation of various factors. Manages the activities of and provides instruction and guidance to junior level logistics technicians. . Ensures project, schedules, and performance requirements are met.</p>	Bachelor's Degree + 7 years' related experience	<p>High School + 13 years' experience</p> <p>Associates' Degree + 11 years' experience</p> <p>Master's Degree +3 years' experience</p>
<b>Policy Analyst I</b>	<p>Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a qualitative or quantitative, rational basis for decision-making, policies (e.g., Doctrine, Organization, Training, Leader Development, Material, Personnel, Facilities) or resource allocation in support of US Government policy goals and objectives. Utilizes judgment, experience and subject matter expertise, decision support tools, and basic to extremely complex modeling and measurement techniques, mathematics, statistical methods and other principles in the professional body of knowledge in determining solutions. Provides integral policy support in the capability development and integration of solutions and the conceptualization, design, development, testing, verification and validation, documentation, and implementation of modeling and simulation based decision support system applications. Works on problems of moderate scope where analysis of situations or data requires a review of identifiable factors. Exercises independent judgment within defined procedures and practices to determine appropriate approach.</p>	Bachelor's Degree	<p>High School + 6 years' experience</p> <p>Associates' Degree + 4 years' experience</p>

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Policy Analyst II</b>	Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a qualitative or quantitative, rational basis for decision-making, policies (e.g., Doctrine, Organization, Training, Leader Development, Material, Personnel, Facilities) or resource allocation in support of US Government policy goals and objectives. Utilizes judgment, experience and subject matter expertise, decision support tools, and basic to extremely complex modeling and measurement techniques, mathematics, statistical methods and other principles in the professional body of knowledge in determining solutions. Provides integral policy support in the capability development and integration of solutions and the conceptualization, design, development, testing, verification and validation, documentation, and implementation of modeling and simulation based decision support system applications. Works on problems of diverse scope where analysis of situation or data requires evaluation of identifiable factors. Exercises independent judgment within generally defined practices and policies in selecting methods and techniques for obtaining solutions.	Bachelor's Degree + 3 years' related experience	High School + 9 years' experience  Associates' Degree + 7 years' experience
<b>Policy Analyst III</b>	Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a qualitative or quantitative, rational basis for decision-making, policies (e.g., Doctrine, Organization, Training, Leader Development, Material, Personnel, Facilities) or resource allocation in support of US Government policy goals and objectives. Utilizes judgment, experience and subject matter expertise, decision support tools, and basic to extremely complex modeling and measurement techniques, mathematics, statistical methods and other principles in the professional body of knowledge in determining solutions. Provides integral policy support in the capability development and integration of solutions and the conceptualization, design, development, testing, verification and validation, documentation, and implementation of modeling and simulation based decision support system applications. Works on problems of diverse scope where analysis of situation or data requires review of identifiable factors. Exercises judgment within defined procedure and policies to determine appropriate action. Acts as advisor to unit or sub-unit, becomes actively involved as required to meet schedules or resolve problems. Provides direction to employees according to established policies and management guidance.	Bachelor's Degree + 5 years' related experience	High School + 11 years' experience  Associates' Degree + 8 years' experience  Master's Degree + year experience
<b>Policy Analyst IV</b>	Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a qualitative or quantitative, rational basis for decision-making, policies (e.g., Doctrine, Organization, Training, Leader Development, Material, Personnel, Facilities) or resource allocation in support of policy goals and objectives. Utilizes judgment, experience and subject matter expertise, decision support tools, and basic to extremely complex modeling and measurement techniques, mathematics, statistical methods and other principles in the professional body of knowledge in determining solutions. Provides integral policy support in the capability development and integration of solutions and the conceptualization, design, development, testing, verification and validation, documentation, and implementation of modeling and simulation based decision support system applications. Works on complex problems where analysis of situation or data requires evaluation of identifiable factors. Exercises judgment within generally defined practices and policies in selecting methods and techniques for obtaining solutions.  Provides guidance to subordinates to achieve goals in accordance with established policies. Develops and administers budgets, schedules, and performance requirements.	Bachelor's Degree + 8 years' related experience	High School + 14 years' experience  Associates' Degree + 12 years' experience  Master's Degree + 4 years' experience  PhD + 1 year experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Policy Analyst V</b>	<p>Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a qualitative or quantitative, rational basis for decision-making, policies (e.g., Doctrine, Organization, Training, Leader Development, Material, Personnel, Facilities) or resource allocation in support of policy goals and objectives. Utilizes judgment, experience and subject matter expertise, decision support tools, and basic to extremely complex modeling and measurement techniques, mathematics, statistical methods and other principles in the professional body of knowledge in determining solutions. Provides integral policy support in the capability development and integration of solutions and the conceptualization, design, development, testing, verification and validation, documentation, and implementation of modeling and simulation based decision support system applications. Works on extremely complex problems where analysis of situations or data requires an evaluation of intangible factors. Exercises judgment in developing methods, techniques and evaluation criteria for obtaining results. Ensures budgets and schedules meet corporate requirements. Participates with senior managers to establish strategic plans and objectives. Makes final decisions on administrative or project work matters.</p>	Bachelor's Degree + 10 years' related experience	<p>High School + 16 years' experience</p> <p>Associates' Degree + 14 years' experience</p> <p>Master's Degree + 6 years' experience</p> <p>PhD + 3 years' experience</p>
<b>Policy Analyst VI</b>	<p>Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a qualitative or quantitative, rational basis for decision-making, policies (e.g., Doctrine, Organization, Training, Leader Development, Material, Personnel, Facilities) or resource allocation in support of policy goals and objectives. Utilizes judgment, experience and subject matter expertise, decision support tools, and basic to extremely complex modeling and measurement techniques, mathematics, statistical methods and other principles in the professional body of knowledge in determining solutions. Provides integral policy support in the capability development and integration of solutions and the conceptualization, design, development, testing, verification and validation, documentation, and implementation of modeling and simulation based decision support system applications. Works on extremely complex problems where analysis of situations or data requires an evaluation of intangible variables. Exercises independent judgment in developing methods, techniques and evaluation criteria for obtaining results.</p> <p>Involved in developing, modifying and executing company policies, which affect immediate operation(s). Acts independently to determine methods and procedures on new assignments.</p>	Bachelor's Degree + 12 years' related experience	<p>High School + 18 years' experience</p> <p>Associates' Degree + 16 years' experience</p> <p>Master's Degree + 8 years' experience</p> <p>PhD + 5 years' experience</p>
<b>Program/Project Manager I</b>	<p>Responsible for managing the implementation of a project or program. Plan, coordinate, and manage the actions taken by an organization to acquire and execute a specific piece of business, either competitively or non-competitively. Integrate all functions and activities necessary to perform the project/program to meet the client or customer requirements. Plan and implement actions by the program/project team to define and implement technical baseline and meet quality requirements for project/program products and services. Direct project/program team personnel, manage cost and schedule, ensure contract compliance, and serve as project/program interface.</p> <p>Responsibility for managing many tasks or functions of a single project/program. Manages technical, cost, and schedule of assigned tasks or functions and has frequent interface with task leaders, subcontractors, support personnel and customer(s). Responsible for managing small to moderate risk project/program.</p>	Bachelor's Degree + 3 years' related experience	<p>High School + 9 years' experience</p> <p>Associates' Degree + 7 years' experience</p>

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Program/Project Manager II</b>	Responsible for managing the implementation of projects or programs. Plan, coordinate, and manage the actions taken by an organization to acquire and execute a specific piece of business, either competitively or non-competitively. Integrate all functions and activities necessary to perform the project/program to meet the client or customer requirements. Plan and implement actions by the program/project team to define and implement technical baseline and meet quality requirements for project/program products and services. Direct project/program team personnel, manage cost and schedule, ensure contract compliance, and serve as program interface. Responsibilities include planning, organizing, directing, and tracking all aspects of the project/program, including technology, schedule, cost, contract and customer satisfaction. Interfaces with task and functional leaders, subcontractors, support personnel, customer and upper management. Responsible for managing small to moderate risk project/program with responsibility for managing many tasks or functions of a single project/program.	Bachelor's Degree + 5 years' related experience	High School + 11 years' experience  Associates' Degree + 9 years' experience  Master's Degree + 1 year experience
<b>Program/Project Manager III</b>	Responsible for managing the implementation of projects or programs. Plan, coordinate, and manage the actions taken by an organization to acquire and execute a specific piece of business, either competitively or non-competitively. Integrate all functions and activities necessary to perform the project/program to meet the client or customer requirements. Plan and implement actions by the program/project team to define and implement technical baseline and meet quality requirements for project/program products and services. Direct project/program team personnel, manage cost and schedule, ensure contract compliance, and serve as project/program interface. Responsible for planning, organizing, directing, executing, monitoring, and controlling major aspects of the project/program, including technology, schedule, cost, contract and customer satisfaction. Interfaces with project managers, task and functional leaders, subcontractors, support personnel, and other stakeholders. Responsible for managing a small to moderate risk project/program (composed of either a single project or a coordinated effort of multiple related projects with a common technical or customer objective).	Bachelor's Degree + 8 years' related experience	High School + 14 years' experience  Associates' Degree + 12 years' experience  Master's Degree + 4 years' experience  PhD + 1 year experience
<b>Program/Project Manager IV</b>	Responsible for managing the implementation of projects or programs. Plan, coordinate, and manage the actions taken by an organization to acquire and execute a specific piece of business, either competitively or non-competitively. Integrate all functions and activities necessary to perform the project/program to meet the client or customer requirements. Plan and implement actions by the program/project team to define and implement technical baseline and meet quality requirements for project/program products and services. Direct project/program team personnel, manage cost and schedule, ensure contract compliance, and serve as project/program interface. Responsible for planning, organizing, directing, executing, monitoring, and controlling all aspects of the project/program, including technology, schedule, cost, contract and customer satisfaction. Interfaces with project managers, task and functional leaders, subcontractors, support personnel, and other stakeholders. Responsible for managing a moderate to high-risk project/program (composed of either a single project or a coordinated effort of multiple related projects with a common technical or customer objective).	Bachelor's Degree + 10 years' related experience	High School + 16 years' experience  Associates' Degree + 14 years' experience  Master's Degree + 6 years' experience  PhD + 3 years' experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Security Specialist I</b>	Specializes in specific areas of security. Implements and provides guidance and management on security issues such as security education, classified document control, security investigations, classification control and personnel clearances. May study, investigate, prepare reports and/or recommend preventative or corrective actions in areas requiring specific expertise. Work is reviewed by management to measure meeting objectives. Works on problems of moderate scope where analysis of situations or data requires a review of identifiable factors. Exercises judgment within defined procedures and practices to determine appropriate action.	Bachelor's Degree + 1 year related experience	High School + 7 years' experience  Associates' Degree + 5 years' experience
<b>Security Specialist II</b>	Specializes in specific areas of security. Implements and provides guidance on security issues such as security education, classified document control, security investigations, classification control and personnel clearances. May study, investigate, prepare reports and/or recommend preventative or corrective actions in areas requiring specific expertise. Works on problems of diverse scope where analysis of data requires evaluation of identifiable factors. Exercises independent judgment within generally defined practices and policies in selecting methods and techniques for obtaining solutions. Implements established guidelines, procedures and policies.	Bachelor's Degree + 3 years' related experience	High School + 9 years' experience  Associates' Degree + 7 years' experience
<b>Security Specialist III</b>	Specializes in specific areas of security. Implements and provides guidance on security issues such as security education, classified document control, security investigations, classification control and personnel clearances. May study, investigate, prepare reports and/or recommend preventative or corrective actions in areas requiring specific expertise. Works on problems of diverse scope where analysis of data requires evaluation of identifiable factors. Exercises independent judgment within generally defined practices and policies in selecting methods and techniques for obtaining solutions. Administers policies that directly affect employees. Recommends changes to unit or sub-unit policies.	Bachelor's Degree + 5 years' related experience	High School + 11 years' experience  Associates' Degree + 9 years' experience  Master's Degree + 1 year experience
<b>Security Manager I</b>	Responsible for the management of all aspects of security programs and other security activities. Responsible for overall planning, directing and organizing programs of one or more sites/facilities. Ensures compliance with security policies and procedures to ensure the efficient operation of the function. Reviews and investigates non-compliance issues. Typically responsible for supervision and management of staff to include staffing, task assignment, training, motivation and discipline. Uses professional concepts to solve a variety of problems. Works on assignments that are complex in nature where judgment entails resolving problems and making routine recommendations. Follows standard practices and procedures in analyzing situations or data from which answers can be readily obtained.	Bachelor's Degree + 2 years' related experience	High School + 8 years' experience  Associates' Degree + 6 years' experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Security Manager II</b>	<p>Responsible for the management of all aspects of security programs and other security activities. Responsible for overall planning, directing and organizing programs of one or more sites/facilities.</p> <p>Ensures compliance with security policies and procedures to ensure the efficient operation of the function. Reviews and investigates non-compliance issues. Typically responsible for supervision and management of staff to include staffing, task assignment, training, motivation and discipline. Administers policies that directly affect subordinate employees. Recommends changes to team policies.</p> <p>Works on management problems of a fairly complex nature where analysis of data requires evaluation of various factors. Exercises judgment within generally defined practices and policies in selecting methods and techniques for obtaining solutions.</p>	Bachelor's Degree + 5 years' related experience	<p>High School + 11 years' experience</p> <p>Associates' Degree + 9 years' experience</p> <p>Master's Degree + 1 year experience</p>
<b>Security Manager III</b>	<p>Responsible for the management of all aspects of security programs and other security activities. Responsible for overall planning, directing and organizing programs of one or more sites/facilities.</p> <p>Ensures compliance security policies and procedures to ensure the efficient operation of the function. Reviews and investigates non-compliance issues. Typically responsible for supervision and management of staff to include staffing, task assignment, training, motivation and discipline. Determines own process to meet assignment objectives. Administers policies that directly affect subordinate employees. Recommends changes to team policies. Works on management problems of a complex nature where analysis of data requires evaluation of various factors. Exercises judgment within generally defined practices and policies in selecting methods and techniques for obtaining solutions.</p>	Bachelor's Degree + 7 years' related experience	<p>High School + 13 years' experience</p> <p>Associates' Degree + 11 years' experience</p> <p>Master's Degree + 3 years' experience</p>
<b>Security Manager IV</b>	<p>Responsible for the management of all aspects of security programs and other security activities. Responsible for overall planning, directing and organizing programs of one or more sites/facilities.</p> <p>Ensures compliance with security policies and procedures to ensure the efficient operation of the function. Reviews and investigates non-compliance issues. Typically responsible for supervision and management of staff to include staffing, task assignment, training, motivation and discipline. Establishes operational objectives and work plans, and delegates assignments to subordinate managers. Involved in developing, modifying and executing policies that affect immediate operations. Works on issues where analysis of situations or data requires an in-depth knowledge of organizational objectives.</p> <p>Implements strategic policies when selecting methods, techniques, and evaluation criteria for obtaining results.</p>	Bachelor's Degree + 10 years' related experience	<p>High School + 16 years' experience</p> <p>Associates' Degree + 14 years' experience</p> <p>Master's Degree + 6 years' experience</p> <p>PhD + 3 years' experience</p>
<b>Senior Scientist</b>	<p>Expert in single or multiple technical disciplines providing expert knowledge and insight into specific areas of science and technology. Guides the development and application of this knowledge to the project. Independently performs a variety of system design and integration tasks where subject matter expertise is required. Leads the activities of a complex research, production, or scientific services program. Plans and performs required research, design evaluation, technical development, system integration planning and other tasks in specific technical areas. Responsible for highly complex technical/engineering tasks. Develops information, which extends knowledge. Supervises, coordinates and guides the activities of technical staff/engineers assigned to specific tasks.</p>	Master's Degree + 15 years' related experience	<p>High School + 25 years' experience</p> <p>Associates' Degree + 23 years' experience</p> <p>Bachelor's Degree + 19 years' experience</p> <p>PhD + 12 years' experience</p>

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Technician I</b>	Responsible for providing support to engineers on technical projects and/or products. Works under supervision to perform a variety of engineering tasks that are broad in nature and are concerned with design and implementation, including support facilities and/or equipment. Supports the planning and performance of engineering and customer specifications. Supports the technical/engineering activities related to the development and integration of testing a project assigned to higher-level engineers. Assists in collecting and organizing information required for preparation of user's manuals, training materials, installation guides, proposals and other reports and deliverables. Works under the supervision of a senior engineer or project manager. Works on problems of limited scope. Follows standard practices and procedures in analyzing situations.	High School Diploma	None
<b>Technician II</b>	Responsible for providing support to engineers on technical projects and/or products. Works under supervision to perform a variety of engineering tasks that are broad in nature and are concerned with design and implementation, including support facilities and/or equipment. Supports the planning and performance of engineering and customer specifications. Supports the technical/engineering activities related to the development and integration of testing a project assigned to higher-level engineers. Assists in collecting and organizing information required for preparation of user's manuals, training materials, installation guides, proposals and other reports and deliverables. Works under the supervision of a senior engineer or project manager. Works on assignments that are semi-routine in nature but recognizes the need for occasional deviation from accepted practice. Follows standard practices and procedures in analyzing situations.	High School Diploma + 1 year related experience	None
<b>Technician III</b>	Responsible for providing support to engineers on technical projects and/or products. Works under supervision to perform a variety of engineering tasks that are broad in nature and are concerned with design and implementation, including support facilities and/or equipment. Supports the planning and performance of engineering and customer specifications. Supports the technical/engineering activities related to the development and integration of testing a project assigned to higher-level engineers. Assists in collecting and organizing information required for preparation of user's manuals, training materials, installation guides, proposals and other reports and deliverables. Under general supervision, performs standard scientific and engineering studies for less complex work. Works on problems of moderate scope where analysis of situations or data requires a review of identifiable factors. Exercises independent judgment within defined procedures and practices to determine appropriate approach.	High School Diploma + 2 years' related experience	None
<b>Technician IV</b>	Responsible for providing support to engineers on technical projects and/or products. Works under supervision to perform a variety of engineering tasks that are broad in nature and are concerned with design and implementation, including support facilities and/or equipment. Supports the planning and performance of engineering and customer specifications. Supports the technical/engineering activities related to the development and integration of testing a project assigned to higher-level engineers. Assists in collecting and organizing information required for preparation of user's manuals, training materials, installation guides, proposals and other reports and deliverables. Works on problems of diverse scope where analysis of situation or data requires evaluation of identifiable factors. Exercises independent judgment within generally defined practices and policies in selecting methods and techniques for obtaining solutions.	High School Diploma + 4 years' related experience	Associates' Degree + 2 years' experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Technician V</b>	Responsible for providing support to engineers on technical projects and/or products. Works under supervision to perform a variety of engineering tasks that are broad in nature and are concerned with design and implementation, including support facilities and/or equipment. Supports the planning and performance of engineering and customer specifications. Supports the technical/engineering activities related to the development and integration of testing a project assigned to higher-level engineers. Assists in collecting and organizing information required for preparation of user's manuals, training materials, installation guides, proposals and other reports and deliverables. Works on problems of diverse scope where analysis of situation or data requires review of identifiable factors. Exercises judgment within defined procedure and policies to determine appropriate action. Acts as advisor to unit or sub-unit, becomes actively involved as required to meet schedules or resolve problems. Plans and conducts work using independent judgment in evaluating, selecting and adapting standard scientific and engineering practice.	High School Diploma + 6 years' related experience	Associates' Degree + 4 years' experience
<b>Technician VI</b>	Responsible for providing support to engineers on technical projects and/or products. Works under supervision to perform a variety of engineering tasks that are broad in nature and are concerned with design and implementation, including support facilities and/or equipment. Supports the planning and performance of engineering and customer specifications. Supports the technical/engineering activities related to the development and integration of testing a project assigned to higher-level engineers. Assists in collecting and organizing information required for preparation of user's manuals, training materials, installation guides, proposals and other reports and deliverables. Works on complex problems where analysis of situation or data requires evaluation of identifiable factors. Exercises judgment within generally defined practices and policies in selecting methods and techniques for obtaining solutions. Acts as advisor to subordinates to meet schedules and/or resolve technical problems. Develops and administers budgets, schedules, and performance requirements. Responsible for independently applying techniques and analyzes for problems and methods.	High School Diploma + 8 years' related experience	Associates' Degree + 6 years' experience  Bachelor's Degree + 2 years' experience
<b>Training Specialist I</b>	Develops, directs, plans, delivers and evaluates training programs or activities to meet external customer or internal employee learning objectives. Provides direct instruction and training to customers on services, procedures, processes, techniques, tactics, products or skill development. Assignments may include needs analysis, custom course development, development of criteria for evaluating the effectiveness of course objectives, and evaluation and learning assessments. Collaborates with customer or internal functional organization to develop, enhance, and/or evaluate new or existing learning objectives and course content. May create course curriculum, training materials, visual aids and documentation to support a variety of instructional formats such as lecture, lab exercises, field training, computer-based training (CBT), and/or web-based training (WBT). May develop exam materials and may be responsible for testing and qualitative evaluation of participant's attainment of learning objectives. Monitors and evaluates training programs, assesses results, and implements enhancements as needed. Trainers may also administer training programs to meet student needs, which may require post-training follow up to determine applicability of course material or training approaches. Has the knowledge and experience to be able to handle unusual and seldom occurring job events.	Bachelor's Degree + 2 years' related experience	High School + 8 years' experience  Associates' Degree + 6 years' experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Training Specialist II</b>	<p>Develops, directs, plans, delivers and evaluates training programs or activities to meet external customer or internal employee learning objectives. Provides direct instruction and training to customers on services, procedures, processes, techniques, tactics, products or skill development. Assignments may include needs analysis, custom course development, development of criteria for evaluating the effectiveness of course objectives, and evaluation and learning assessments. Collaborates with customer or internal functional organization to develop, enhance, and/or evaluate new or existing learning objectives and course content. May create course curriculum, training materials, visual aids and documentation to support a variety of instructional formats such as lecture, lab exercises, field training, computer-based training (CBT), and/or web-based training (WBT). May develop exam materials and may be responsible for testing and qualitative evaluation of participant's attainment of learning objectives. Monitors and evaluates training programs, assesses results, and implements enhancements as needed. Trainers may also administer training programs to meet student needs, which may require post-training follow up to determine applicability of course material or training approaches. Works under limited direction. Normally receives no instruction on routine work, general instructions on new assignments.</p>	Bachelor's Degree + 4 years' related experience	<p>High School + 10 years' experience</p> <p>Associates' Degree + 8 years' experience</p>
<b>Training Specialist III</b>	<p>Develops, directs, plans, delivers and evaluates training programs or activities to meet external customer or internal employee learning objectives. Provides direct instruction and training to customers on services, procedures, processes, techniques, tactics, products or skill development. Assignments may include needs analysis, custom course development, development of criteria for evaluating the effectiveness of course objectives, and evaluation and learning assessments. Collaborates with customer or internal functional organization to develop, enhance, and/or evaluate new or existing learning objectives and course content. May create course curriculum, training materials, visual aids and documentation to support a variety of instructional formats such as lecture, lab exercises, field training, computer-based training (CBT), and/or web-based training (WBT). May develop exam materials and may be responsible for testing and qualitative evaluation of participant's attainment of learning objectives. Monitors and evaluates training programs, assesses results, and implements enhancements as needed. Trainers may also administer training programs to meet student needs, which may require post-training follow up to determine applicability of course material or training approaches. Has the knowledge and experience to be able to handle unusual and seldom occurring job events. Works under limited direction. Normally receives no instruction on routine work, general instructions on new assignments. Supervises and provides guidance to other personnel.</p>	Bachelor's Degree + 6 years' related experience	<p>High School + 12 years' experience</p> <p>Associates' Degree + 10 years' experience</p> <p>Master's Degree + 2 years' experience</p>
<b>Training Specialist IV</b>	<p>Develops, directs, plans and evaluates training programs or activities to meet customer learning objectives. Assignments may include needs analysis, custom course development, development of criteria for evaluating the effectiveness of course objectives, and evaluation and learning assessments. Where instructing within a certified educational institution, responsible for determining the organization, communication and delivery of the course content and materials, and for developing learning activities and demonstrations. Collaborates with customer or internal functional organization to develop, enhance, and/or evaluate new or existing learning objectives and course content. May create course curriculum, training materials, visual aids and documentation to support a variety of instructional formats such as lecture, lab exercises, field training, computer-based training (CBT), and/or web-based training (WBT). May develop exam materials and may be responsible for testing and qualitative evaluation of participant's attainment of learning objectives. Monitors and evaluates training programs, assesses results, and implements enhancements as needed. Trainers may also administer training programs to meet student needs, which may require post-training follow up to determine applicability of course material or training approaches. May evaluate and/or oversee contractors or vendors to develop and/or administer instructor-led training programs. Establishes and recommends changes to policies, which affect subordinate</p>	Bachelor's Degree + 8 years' related experience	<p>High School + 14 years' experience</p> <p>Associates' Degree + 12 years' experience</p> <p>Master's Degree + 4 years' experience</p> <p>PhD + 1 year experience</p>

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
	organization(s). Works on complex problems where analysis of situation or data requires an in-depth evaluation of various factors.		
<b>Training Specialist V</b>	<p>Develops, directs, plans and evaluates training programs or activities to meet customer learning objectives. Assignments may include needs analysis, custom course development, development of criteria for evaluating the effectiveness of course objectives, and evaluation and learning assessments. Where instructing within a certified educational institution, responsible for determining the organization, communication and delivery of the course content and materials, and for developing learning activities and demonstrations. Collaborates with customer or internal functional organization to develop, enhance, and/or evaluate new or existing learning objectives and course content. May create course curriculum, training materials, visual aids and documentation to support a variety of instructional formats such as lecture, lab exercises, field training, computer-based training (CBT), and/or web-based training (WBT). May develop exam materials and may be responsible for testing and qualitative evaluation of participant's attainment of learning objectives. Monitors and evaluates training programs, assesses results, and implements enhancements as needed. Trainers may also administer training programs to meet student needs, which may require post-training follow up to determine applicability of course material or training approaches. May evaluate and/or oversee contractors or vendors to develop and/or administer instructor-led training programs. Involved in developing, modifying and executing company policies, which affect immediate operation(s). Works on unusually complex problems where analysis of situations or data requires an evaluation of intangible variables.</p>	Bachelor's Degree + 10 years' related experience	<p>High School + 16 years' experience</p> <p>Associates' Degree + 14 years' experience</p> <p>Master's Degree + 6 years' experience</p> <p>PhD + 3 years' experience</p>
<b>Training Specialist VI</b>	<p>Develops, directs, plans and evaluates training programs or activities to meet external customer or internal employee learning objectives. Assignments may include needs analysis, custom course development, development of criteria for evaluating the effectiveness of course objectives, and evaluation and learning assessments. Where instructing within a certified educational institution, responsible for determining the organization, communication and delivery of the course content and materials, and for developing learning activities and demonstrations. Collaborates with customer or internal functional organization to develop, enhance, and/or evaluate new or existing learning objectives and course content. May create course curriculum, training materials, visual aids and documentation to support a variety of instructional formats such as lecture, lab exercises, field training, computer-based training (CBT), and/or web-based training (WBT). May develop exam materials and may be responsible for testing and qualitative evaluation of participant's attainment of learning objectives. Monitors and evaluates training programs, assesses results, and implements enhancements as needed. Trainers may also administer training programs to meet student needs, which may require post-training follow up to determine applicability of course material or training approaches. May evaluate and/or oversee contractors or vendors to develop and/or administer instructor-led training programs. Works on extremely complex problems where analysis of situations or data requires an evaluation of intangible variables.</p>	Bachelor's Degree + 12 years' related experience	<p>High School + 18 years' experience</p> <p>Associates' Degree + 16 years' experience</p> <p>Master's Degree + 8 years' experience</p> <p>PhD + 5 years' experience</p>
<b>Linguist/Analyst I</b>	Performs a variety of technical language services project support tasks including interpretation and/or translation services and analyses. If required, must be able to obtain and maintain a security clearance.	High School Diploma or GED + 2 years' related experience	None

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Linguist/Analyst II</b>	Performs a variety of technical language services project support tasks including interpretation and/or translation services and analyses. If required, must be able to obtain and maintain a security clearance.	High School Diploma or GED + 4 years' related experience	Associates' Degree + 2 years' experience
<b>Linguist/Analyst III</b>	Provides language services technical expertise by conducting and/or participating in the strategic, tactical, and operational aspects of projects. If required, must be able to obtain and maintain a security clearance.	BS/BA	Associates' Degree + 4 years' experience
<b>Linguist/Analyst IV</b>	Plans and designs language services projects. Develops or directs the development of findings, draws conclusions, and develops recommendations. Prepares and presents reports. If required, must be able to obtain and maintain a security clearance.	BS/BA + 2 years' related experience	High School + 8 years' experience  Associates' Degree + 6 years' experience
<b>Linguist/Analyst V</b>	Develops or directs the development of findings, draws conclusions, and develops recommendations for language services. Prepares and presents reports. Conducts large projects and is responsible for meeting goals within time and cost constraints. If required, must be able to obtain and maintain a security clearance.	MS/MA + 2 years' related experience	High School + 12 years' experience  Associates' Degree + 10 years' experience  Bachelor's Degree + 6 years' experience
<b>Linguist/Analyst VI</b>	Develops or directs the development of findings, draws conclusions, and develops recommendations for language services. Prepares and presents reports. Conducts large projects and is responsible for meeting goals within time and cost constraints. If required, must be able to obtain and maintain a security clearance.	MS/MA + 3 years' related experience	High School + 13 years' experience  Associates' Degree + 11 years' experience  Bachelor's Degree + 7 years' experience
<b>Linguist/Analyst VII</b>	Directs the performance of or provides technical expertise to a variety of language service projects, which may be organized by technology, program or client. Oversees the technology development and/or application, marketing, and resource allocation within program client base. If required, must be able to obtain and maintain a security clearance.	MS/MA + 4 years' related experience	High School + 14 years' experience  Associates' Degree + 12 years' experience  Bachelor's Degree + 8 years' experience  PhD + 1 year experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Linguist/Analyst VIII</b>	Provides expert language services, technical and managerial guidance and direction for problem definition, analysis, requirements development, and implementation of complex projects and programs. If required, must be able to obtain and maintain a security clearance.	PhD + 4 years' related experience	High School + 17 years' experience  Associates' Degree + 15 years' experience  Bachelor's Degree + 11 years' experience  Master's Degree + 7 years' experience
<b>Linguist/Analyst IX</b>	Provides expert language services, technical and managerial guidance and direction for problem definition, analysis, requirements development, and implementation of complex projects and programs. If required, must be able to obtain and maintain a security clearance.	PhD + 7 years' related experience	High School + 20 years' experience  Associates' Degree + 18 years' experience  Bachelor's Degree + 14 years' experience  Master's Degree + 10 years' experience
<b>Communications Manager I</b>	Responsible for managing communications and messaging around goals and objectives of a program or other type of activity. Duties may include ensuring that all programs run within scope, time, and budget constraints. Also interfaces with task and functional leaders, subcontractors, and support personnel. Requires some understanding of issues, and develops solutions to problems and issues that are unclear through analyses and domain knowledge. Communicates with and client project team members. Works to influence team members regarding solution design, process and/or approaches.	Bachelors and 4 years of related experience	Masters with 2 years of related experience
<b>Communications Manager II</b>	Responsible for managing communications and messaging around goals and objectives of a program or other type of activity. Duties may include ensuring that all activities are completed within scope, time, and budget constraints. Also interfaces with task and functional leaders, subcontractors, and support personnel. Requires understanding of a broader set of issues, and develops solutions to problems and issues that are unclear through analyses and domain knowledge. Communicates with and client project team members. Works to influence team members regarding solution design, process and/or approaches.	Bachelors and 4 years related experience	Masters with 2 years related experience
<b>Communications Specialist I</b>	Responsible for creating videos, graphics, photography, animation and other products in line with brand standards in support of marketing, branding and other key initiatives. Creates a consistent look and feel among products. Ensures products are in line with business strategy and messaging. Responds to and coordinates requests from business leaders, generating deliverables in support of the business. Identifies, defines and addresses problems, which are not immediately evident but typically not complex. Problems are typically within a narrow scope and are solved through drawing from prior experiences or standard procedures and basic analysis. Communicates with peers to explain facts, basic analysis, processes and practices related to area.	Bachelors and 2 years of related experience	Masters and less than 2 years of related experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Communications Specialist II</b>	Responsible for creating videos, graphics, photography, animation and other products in line with brand standards in support of marketing, branding and other key initiatives. Creates a consistent look and feel among products. Ensures products are in line with business strategy and messaging. Responds to and coordinates requests from business leaders, generating deliverables in support of the business. Problems are vague and require understanding of domain knowledge, but are limited in complexity. Problems may span a range of issues or areas. Problems are typically solved through drawing from prior experiences, with thorough analysis of the issue. Communicates with colleagues across multiple areas (project managers, other professional resources, etc.). Explains solutions, practices and procedures to others within the organization.	Bachelors and 2 years of related experience	Masters and less than 2 years related experience
<b>Communications Specialist III</b>	Responsible for creating videos, graphics, photography, animation and other products in line with brand standards in support of marketing, branding and other key initiatives. Creates a consistent look and feel among products. Ensures products are in line with business strategy and messaging. Responds to and coordinates requests from business leaders, generating deliverables in support of the business. Problems are vague and require understanding of domain knowledge, but are limited in complexity. Problems may span a range of issues or areas. Problems are typically solved through drawing from prior experiences, with thorough analysis of the issue. Communicates with colleagues across multiple areas (project managers, other professional resources, etc.). Explains solutions, practices and procedures to others within the organization.	Bachelors and 2 years of related experience	Masters and less than 2 years of related experience
<b>Communications Specialist IV</b>	Responsible for creating videos, graphics, photography, animation and other products in line with brand standards in support of marketing, branding and other key initiatives. Creates a consistent look and feel among products. Ensures products are in line with business strategy and messaging. Responds to and coordinates requests from business leaders, generating deliverables in support of the business. Problems are unclear and may require understanding of a broader set of issues, and may be difficult. Develops solutions to problems and issues that are unclear and require thorough analyses and understanding of domain knowledge. Communicates with and client project team members. Works to influence team members regarding solution design, process and/or approaches.	Bachelors and 4 years of related experience	Masters with 2 years of related experience
<b>Communications Specialist V</b>	Responsible for creating videos, graphics, photography, animation and other products in line with brand standards and in support of marketing, branding and other key initiatives. Creates a consistent look and feel among products. Ensures products are in line with business strategy and messaging. Responds to and coordinates requests from business leaders, generating deliverables in support of the business. Problems typically involve multiple issues, areas or specialties. Makes significant improvements in programs, processes, and solutions to enhance results. Communicates with team members across multiple areas and client team members. Works to influence project/team leaders regarding solution design, process and/or approaches.	Bachelors and 8 years of related experience	Masters with 6 years of related experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Conference Manager I</b>	Responsible for overseeing planning, developing and coordinating conference related activities, programs, and relevant promotional materials. Duties may include managing the preparation of aids, advertising and activities such as recommending the media best suited for specific services. Problems and issues faced are complex and require information gathering and analysis to understand the problem. Problems are difficult and complex and typically involve multiple small projects, families or customers. Communicates with parties within and outside of own area, which may include multiple constituents depending upon the area. Requires ability to influence others outside of own area on policies, practices and procedures.	Bachelors or equivalent experience and 8 years of related experience	Masters with 6 years of related experience.
<b>Conference Manager II</b>	Responsible for overseeing planning, developing and coordinating conference related activities, programs, and relevant promotional materials. Duties may include managing the preparation of aids, advertising and activities such as recommending the media best suited for specific services. Problems and issues faced are complex and require information gathering and analysis to understand the problem. Problems are difficult and complex and typically involve multiple small projects, families or customers. Communicates with parties within and outside of own area, which may include multiple constituents depending upon the area. Requires ability to influence others outside of own area on policies, practices and procedures.	Bachelors or equivalent experience and 8 years of related experience	Masters and 6 years of related experience
<b>Conference Specialist I</b>	Responsible for overseeing planning, developing and coordinating conference related activities, programs, and relevant promotional materials. Duties may include managing the preparation of aids, advertising and activities such as recommending the media best suited for specific services. Identifies, defines and addresses problems, which are not immediately evident but typically not complex. Problems are typically within a narrow scope and are solved through drawing from prior experiences or standard procedures and basic analysis. Communicates with peers to explain facts, basic analysis, processes and practices related to area.	Bachelors or equivalent experience and less than 2 years related experience	
<b>Conference Specialist II</b>	Responsible for overseeing planning, developing and coordinating conference related activities, programs, and relevant promotional materials. Duties may include managing the preparation of aids, advertising and activities such as recommending the media best suited for specific services. Problems are vague and require understanding of domain knowledge, but are limited in complexity. Problems may span a range of issues or areas. Problems are typically solved through drawing from prior experiences, with thorough analysis of the issue. Communicates with colleagues across multiple areas (project managers, other professional resources, etc.). Explains solutions, practices and procedures to others within the organization.	Bachelors and 2 years of prior related experience	Masters with less than 2 years of prior relevant experience
<b>Conference Specialist III</b>	Responsible for overseeing planning, developing and coordinating conference related activities, programs, and relevant promotional materials. Duties may include managing the preparation of aids, advertising and activities such as recommending the media best suited for specific services. Problems are unclear and may require understanding of a broader set of issues, and may be difficult. Develops solutions to problems and issues that are unclear and require thorough analyses and understanding of domain knowledge. Communicates with and client project team members. Works to influence team members regarding solution design, process and/or approaches.	Bachelors and 4 years of related experience	Masters with 2 years of related experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Conference Specialist V</b>	Responsible for overseeing planning, developing and coordinating conference related activities, programs, and relevant promotional materials. Duties may include managing the preparation of aids, advertising and activities such as recommending the media best suited for specific services. Problems are complex and typically impact multiple area or disciplines. Provides measurable input to new solutions, processes or standards in order to achieve functional/project objectives. Requires ability to communicate with executive leadership regarding matters of significant importance to the organization/project. Works to convince others to accept other's views/current practices and agree/accept new concepts, practices and approaches.	Bachelors and 12 years of related experience	Masters with 10 years of related experience.
<b>Data Analyst I</b>	Responsible for the analysis and evaluation of user business problems and the development of system recommendations to meet requirements. Analyzes current and technical processes to formulate and develop new and modified methods, techniques or systems. Duties include coordinating with business and technology teams to ascertain system requirements, such as program functions, output requirements, input data acquisition, execution of user acceptance, and may coordinate testing and system controls. Addresses somewhat complex technical issues/problems using best practice and through collaboration with colleagues. Develops solutions to technical problems that require depth of technical knowledge, but are typically limited in complexity. Communicates with colleagues across multiple areas (project managers, other technical resources, etc.). Explains technical solutions, practices and procedures to others within the organization.	Bachelors or equivalent experience and less than 2 years related experience	
<b>Data Analyst II</b>	Responsible for the analysis and evaluation of user business problems and the development of system recommendations to meet requirements. Analyzes current and technical processes to formulate and develop new and modified methods, techniques or systems. Duties include coordinating with business and technology teams to ascertain system requirements, such as program functions, output requirements, input data acquisition, execution of user acceptance, and may coordinate testing and system controls. Addresses somewhat complex technical issues/problems using best practice and through collaboration with colleagues. Develops solutions to technical problems that require depth of technical knowledge, but are typically limited in complexity. Communicates with colleagues across multiple areas (project managers, other technical resources, etc.). Explains technical solutions, practices and procedures to others within the organization.	Bachelors and 2 years of related experience	Masters with less than 2 years of related experience
<b>Data Analyst III</b>	Responsible for the analysis and evaluation of user business problems and the development of system recommendations to meet requirements. Analyzes current and technical processes to formulate and develop new and modified methods, techniques or systems. Duties include coordinating with business and technology teams to ascertain system requirements, such as program functions, output requirements, input data acquisition, execution of user acceptance, and may coordinate testing and system controls. Develops technical solutions that require collaboration with experts, deep analyses and understanding of impact on end-product/solution. Develops solutions to technical problems and issues that are unclear and require deep technical knowledge. Communicates with and client project team members. Works to influence team members regarding solution design, process and/or approaches.	Bachelors and 4 years of related experience.	Masters with 2 years of related experience
<b>Data Analyst IV</b>	Responsible for the analysis and evaluation of user business problems and the development of system recommendations to meet requirements. Analyzes current and technical processes to formulate and develop new and modified methods, techniques or systems. Duties include coordinating with business and technology teams to ascertain system requirements, such as program functions, output requirements, input data acquisition, execution of user acceptance, and may coordinate testing and system controls. Develops technical solutions that require collaboration with experts, deep analyses and understanding of impact on end-	Bachelors and 4 years of related experience	Masters with 2 years of related experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
	product/solution. Develops solutions to technical problems and issues that are unclear and require deep technical knowledge. Communicates with and client project team members. Works to influence team members regarding solution design, process and/or approaches.		
<b>Data Analyst V</b>	Responsible for the analysis and evaluation of user business problems and the development of system recommendations to meet requirements. Analyzes current and technical processes to formulate and develop new and modified methods, techniques or systems. Duties include coordinating with business and technology teams to ascertain system requirements, such as program functions, output requirements, input data acquisition, execution of user acceptance, and may coordinate testing and system controls. Develops solutions to complex technical issues and problems that impact multiple area or disciplines. Regularly employs ingenuity and creativity to develop new technical solutions and systems in order to achieve functional objectives. Communicates with team members across multiple areas and client team members. Works to influence project/team leaders regarding solution design, process and/or approaches.	Bachelors and 8 years of related experience.	Masters with 6 years of related experience.
<b>Digital Media Specialist I</b>	Responsible for the design, preparation, and creation of multi-media projects. Duties may include designing and developing multimedia applications, systems and products involving computer graphics and interactive computing using a variety of new media software applications, techniques and tools. Solves simple, routine technical problems following established procedures and policies. Develops products, solutions, processes using basic principles, theories and concepts within own technical specialty. Communicates with peers to explain facts, basic analysis, processes and practices related to area.	Bachelors or equivalent experience and less than 2 years related experience	
<b>Digital Media Specialist II</b>	Responsible for the design, preparation, and creation of multi-media projects. Duties may include designing and developing multimedia applications, systems and products involving computer graphics and interactive computing using a variety of new media software applications, techniques and tools. Addresses somewhat complex technical issues/problems using best practice and through collaboration with colleagues. Develops solutions to technical problems that require depth of technical knowledge, but are typically limited in complexity. Communicates with colleagues across multiple areas (project managers, other technical resources, etc.). Explains technical solutions, practices and procedures to others within the organization.	Bachelors and 2 years of related experience	Masters with less than 2 years of prior relevant experience
<b>Digital Media Specialist III</b>	Responsible for the design, preparation, and creation of multi-media projects. Duties may include designing and developing multimedia applications, systems and products involving computer graphics and interactive computing using a variety of new media software applications, techniques and tools. Develops technical solutions that require collaboration with experts, deep analyses and understanding of impact on end-product/solution. Develops solutions to technical problems and issues that are unclear and require deep technical knowledge. Communicates with and client project team members. Works to influence team members regarding solution design, process and/or approaches.	Bachelors and 4 years of related experience	Masters with 2 years of related experience
<b>Digital Media Specialist IV</b>	Responsible for the design, preparation, and creation of multi-media projects. Duties may include designing and developing multimedia applications, systems and products involving computer graphics and interactive computing using a variety of new media software applications, techniques and tools. Develops solutions to complex technical issues and problems that impact multiple area or disciplines. Regularly employs ingenuity and creativity to develop new technical solutions and	Bachelors and 8 years of related experience	Masters with 6 years of related experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
	systems in order to achieve functional objectives. Communicates with team members across multiple areas and client team members. Works to influence project/team leaders regarding solution design, process and/or approaches.		
<b>Digital Media Specialist V</b>	Responsible for the design, preparation, and creation of multi-media projects. Duties may include designing and developing multimedia applications, systems and products involving computer graphics and interactive computing using a variety of new media software applications, techniques and tools. Resolves highly complex problems using significant application of technical knowledge, conceptualizing, reasoning and interpretation. Develops solutions that are highly innovative, and achieved through research and integration of best practices. Requires ability to communicate with executive leadership regarding matters of significant importance to the organization/project. Works to convince others to accept area's view/current practices and agree/accept new concepts, practices and approaches.	Bachelors and 12 years of related experience	Masters with 10 years of related experience.
<b>Knowledge Manager I</b>	Responsible for performing tasks relating to integrating database Management System (DBMS) applications, including definition, design, structure, documentation, upgrades, long-range requirements, operational guidelines, and protection for knowledge management applications and uses. Duties may include entering and reviewing data within the database, ensuring user data integrity, maintaining database support tools, database tables and dictionaries, recovery and back-up procedures, and making recommendations regarding enhancements and/or improvements. Addresses somewhat complex technical issues/problems using best practice and through collaboration with colleagues. Develops solutions to technical problems that require depth of technical knowledge, but are typically limited in complexity. Communicates with colleagues across multiple areas (project managers, other technical resources, etc.). Explains technical solutions, practices and procedures to others within the organization.	Bachelors or equivalent experience and 2 years	
<b>Knowledge Manager II</b>	Responsible for performing tasks relating to integrating database Management System (DBMS) applications, including definition, design, structure, documentation, upgrades, long-range requirements, operational guidelines, and protection for knowledge management applications and uses. Duties may include entering and reviewing data within the database, ensuring user data integrity, maintaining database support tools, database tables and dictionaries, recovery and back-up procedures, and making recommendations regarding enhancements and/or improvements. Develops technical solutions that require collaboration with experts, deep analyses and understanding of impact on end-product/solution. Develops solutions to technical problems and issues that are unclear and require deep technical knowledge. Communicates with and client project team members. Works to influence team members regarding solution design, process and/or approaches.	Bachelors or equivalent experience and 4 years	
<b>Knowledge Manager III</b>	Responsible for performing tasks relating to integrating database Management System (DBMS) applications, including definition, design, structure, documentation, upgrades, long-range requirements, operational guidelines, and protection for knowledge management applications and uses. Duties may include entering and reviewing data within the database, ensuring user data integrity, maintaining database support tools, database tables and dictionaries, recovery and back-up procedures, and making recommendations regarding enhancements and/or improvements. Develops solutions to complex technical issues and problems that impact multiple area or disciplines. Regularly employs ingenuity and creativity to develop new technical solutions and systems in order to achieve functional objectives. Communicates with team members across multiple areas and client team members. Works to influence project/team leaders regarding solution design, process and/or approaches.	Bachelors or equivalent experience and 8 years	

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Knowledge Manager IV</b>	Responsible for performing tasks relating to integrating database Management System (DBMS) applications, including definition, design, structure, documentation, upgrades, long-range requirements, operational guidelines, and protection for knowledge management applications and uses. Duties may include entering and reviewing data within the database, ensuring user data integrity, maintaining database support tools, database tables and dictionaries, recovery and back-up procedures, and making recommendations regarding enhancements and/or improvements. Resolves highly complex problems using significant application of technical knowledge, conceptualizing, reasoning and interpretation. Develops solutions that are highly innovative, and achieved through research and integration of best practices. Requires ability to communicate with executive leadership regarding matters of significant importance to the organization/project. Works to convince others to accept area's view/current practices and agree/accept new concepts, practices and approaches.	Bachelors or equivalent experience and 12 years	
<b>Information Services Manager I</b>	Responsible for development, design, and optimization of one of more IT and system functions supporting business processes and technical information system platforms. Responsibilities may include, but are not limited to, analysis, selection and modification of enterprise systems, application software, and installation of network hardware/software and database management. Provides direction for the effort required to protect the company's data, tools and information systems. Ensures infrastructure architecture standards maximize efficiency and support platform compatibility. Problems and issues faced are unclear, and may require understanding of broader set of issues, and may be difficult. Problems typically involve multiple families, projects or customers. Communicates with parties within and outside of own project/family, which may include multiple constituents depending upon the area. Requires ability to influence others outside of own project/family area on policies, practices and procedures.	Bachelors or equivalent experience and 5 years related experience	Masters with 3 years of related experience
<b>Information Services Manager II</b>	Responsible for development, design, and optimization of one of more IT and system functions supporting business processes and technical information system platforms. Responsibilities may include, but are not limited to, analysis, selection and modification of enterprise systems, application software, and installation of network hardware/software and database management. Provides direction for the effort required to protect the company's data, tools and information systems. Ensures infrastructure architecture standards maximize efficiency and support platform compatibility. Problems and issues faced are complex and require information gathering and analysis to understand the problem. Problems are difficult and complex and typically involve multiple small projects, families or customers. Communicates with parties within and outside of own area, which may include multiple constituents depending upon the area. Requires ability to influence others outside of own area on policies, practices and procedures.	Bachelors or equivalent experience and 8 years of related experience	Masters with 6 years of related experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Information Specialist I</b>	Responsible for development, design, and optimization of one of more IT and system functions supporting business processes and technical information system platforms. Duties include coordinating with business and technology teams to ascertain system requirements, such as program functions, output requirements, input data acquisition, execution of user acceptance, and may coordinate testing and system controls. Solves simple, routine technical problems following established procedures and policies. Develops products, solutions, processes using basic principles, theories and concepts within own technical specialty. Communicates with peers to explain facts, basic analysis, processes and practices related to area.	Bachelors or equivalent experience and less than 2 years related experience	
<b>Information Specialist II</b>	Responsible for development, design, and optimization of one of more IT and system functions supporting business processes and technical information system platforms. Duties include coordinating with business and technology teams to ascertain system requirements, such as program functions, output requirements, input data acquisition, execution of user acceptance, and may coordinate testing and system controls. Addresses somewhat complex technical issues/problems using best practice and through collaboration with colleagues. Develops solutions to technical problems that require depth of technical knowledge, but are typically limited in complexity. Communicates with colleagues across multiple areas (project managers, other technical resources, etc.). Explains technical solutions, practices and procedures to others within the organization.	Bachelors and 2 years of related experience	Masters with less than 2 years of related experience
<b>Information Specialist III</b>	Responsible for development, design, and optimization of one of more IT and system functions supporting business processes and technical information system platforms. Duties include coordinating with business and technology teams to ascertain system requirements, such as program functions, output requirements, input data acquisition, execution of user acceptance, and may coordinate testing and system controls. Develops technical solutions that require collaboration with experts, deep analyses and understanding of impact on end-product/solution. Develops solutions to technical problems and issues that are unclear and require deep technical knowledge. Communicates with and client project team members. Works to influence team members regarding solution design, process and/or approaches.	Bachelors and 4 years of related experience	Masters with 2 years of related experience
<b>Information Specialist IV</b>	Responsible for development, design, and optimization of one of more IT and system functions supporting business processes and technical information system platforms. Duties include coordinating with business and technology teams to ascertain system requirements, such as program functions, output requirements, input data acquisition, execution of user acceptance, and may coordinate testing and system controls. Develops solutions to complex technical issues and problems that impact multiple area or disciplines. Regularly employs ingenuity and creativity to develop new technical solutions and systems in order to achieve functional objectives. Communicates with team members across multiple areas and client team members. Works to influence project/team leaders regarding solution design, process and/or approaches.	Bachelors and 8 years of related experience	Masters with 6 years of related experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Information Specialist V</b>	Responsible for development, design, and optimization of one or more IT and system functions supporting business processes and technical information system platforms. Duties include coordinating with business and technology teams to ascertain system requirements, such as program functions, output requirements, input data acquisition, execution of user acceptance, and may coordinate testing and system controls. Develops solutions to complex technical issues and problems that impact multiple area or disciplines. Regularly employs ingenuity and creativity to develop new technical solutions and systems in order to achieve functional objectives. Communicates with team members across multiple areas and client team members. Works to influence project/team leaders regarding solution design, process and/or approaches.	Bachelors and 12 years of related experience	Masters with 10 years of related experience
<b>Marketing Strategist/Manager I</b>	Responsible for planning, organizing, securing and managing resources to bring about the successful completion of marketing program goals and objectives. Duties may include ensuring that all projects run within scope, time, and budget constraints. Also interfaces with task and functional leaders, subcontractors, and support personnel. Problems and issues faced are unclear, and may require understanding of broader set of issues, and may be difficult. Problems typically involve multiple families, projects or customers. Communicates with parties within and outside of own project/family, which may include multiple constituents depending upon the area. Requires ability to influence others outside of own project/family area on policies, practices and procedures.	Bachelors or equivalent experience and 5 years of related experience	Masters with 3 years of related experience
<b>Marketing Strategist/Manager II</b>	Responsible for planning, organizing, securing and managing resources to bring about the successful completion of marketing program goals and objectives. Duties may include ensuring that all projects run within scope, time, and budget constraints. Also interfaces with task and functional leaders, subcontractors, and support personnel. Problems and issues faced are complex and require information gathering and analysis to understand the problem. Problems are difficult and complex and typically involve multiple small projects, families or customers. Communicates with parties within and outside of own area, which may include multiple constituents depending upon the area. Requires ability to influence others outside of own area on policies, practices and procedures.	Bachelors or equivalent experience and 8 years of related experience	Masters with 6 years of related experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Marketing Specialist I</b>	Responsible for developing and delivering the marketing and communication strategy to ensure that clear and relevant information is supplied to different participants involved in the program/project. Duties include creating and publishing materials in both print and electronic formats. Advises on communication management strategy. Writes, edits, reviews and oversees releases of communication information such as e-mails and documents that support the marketing activity planned or underway. Manages the content architecture of the company's intranet. Edits and enhances communication materials, including newsletters, emails/memos, webcasts, blogs and other products, as required. Reviews and edits essential communications prior to dissemination to ensure accuracy, clarity and appropriateness. Ensures the right messaging is delivered to stakeholders. Solves simple, routine technical problems following established procedures and policies. Develops products, solutions, processes using basic principles, theories and concepts within own technical specialty. Communicates with peers to explain facts, basic analysis, processes and practices related to area.	Bachelors or equivalent experience and less than 2 years related experience	
<b>Marketing Specialist II</b>	Responsible for developing and delivering the marketing and communication strategy to ensure that clear and relevant information is supplied to different participants involved in the program/project. Duties include creating and publishing materials in both print and electronic formats. Advises on communication management strategy. Writes, edits, reviews and oversees releases of communication information such as e-mails and documents that support the marketing activity planned or underway. Manages the content architecture of the company's intranet. Edits and enhances communication materials, including newsletters, emails/memos, webcasts, blogs and other products, as required. Reviews and edits essential communications prior to dissemination to ensure accuracy, clarity and appropriateness. Ensures the right messaging is delivered to stakeholders. Problems are vague and require understanding of domain knowledge, but are limited in complexity. Problems may span a range of issues or areas. Problems are typically solved through drawing from prior experiences, with thorough analysis of the issue. Communicates with colleagues across multiple areas (project managers, other professional resources, etc.). Explains solutions, practices and procedures to others within the organization.	Bachelors and 2 years of related experience	Masters with less than 2 years of related experience
<b>Marketing Specialist III</b>	Responsible for developing and delivering the marketing and communication strategy to ensure that clear and relevant information is supplied to different participants involved in the program/project. Duties include creating and publishing materials in both print and electronic formats. Advises on communication management strategy. Writes, edits, reviews and oversees releases of communication information such as e-mails and documents that support the marketing activity planned or underway. Manages the content architecture of the company's intranet. Edits and enhances communication materials, including newsletters, emails/memos, webcasts, blogs and other products, as required. Reviews and edits essential communications prior to dissemination to ensure accuracy, clarity and appropriateness. Ensures the right messaging is delivered to stakeholders. Problems are unclear and may require understanding of a broader set of issues, and may be difficult. Develops solutions to problems and issues that are unclear and require thorough analyses and understanding of domain knowledge. Communicates with and client project team members. Works to influence team members regarding solution design, process and/or approaches.	Bachelors and 4 years of related experience.	Masters with 2 years of related experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Marketing Specialist IV</b>	Responsible for developing and delivering the marketing and communication strategy to ensure that clear and relevant information is supplied to different participants involved in the program/project. Duties include creating and publishing materials in both print and electronic formats. Advises on communication management strategy. Writes, edits, reviews and oversees releases of communication information such as e-mails and documents that support the marketing activity planned or underway. Manages the content architecture of the company's intranet. Edits and enhances communication materials, including newsletters, emails/memos, webcasts, blogs and other products, as required. Reviews and edits essential communications prior to dissemination to ensure accuracy, clarity and appropriateness. Ensures the right messaging is delivered to stakeholders. Problems typically involve multiple issues, areas or specialties. Makes significant improvements in programs, processes, and solutions to enhance results. Communicates with team members across multiple areas and client team members. Works to influence project/team leaders regarding solution design, process and/or approaches.	Bachelors and 8 years of related experience	Masters with 6 years of related experience
<b>Marketing Specialist V</b>	Responsible for developing and delivering the marketing and communication strategy to ensure that clear and relevant information is supplied to different participants involved in the program/project. Duties include creating and publishing materials in both print and electronic formats. Advises on communication management strategy. Writes, edits, reviews and oversees releases of communication information such as e-mails and documents that support the marketing activity planned or underway. Manages the content architecture of the company's intranet. Edits and enhances communication materials, including newsletters, emails/memos, webcasts, blogs and other products, as required. Reviews and edits essential communications prior to dissemination to ensure accuracy, clarity and appropriateness. Ensures the right messaging is delivered to stakeholders. Problems are complex and typically impact multiple area or disciplines. Provides measurable input to new solutions, processes or standards in order to achieve functional/project objectives. Requires ability to communicate with executive leadership regarding matters of significant importance to the organization/project. Works to convince others to accept area's view/current practices and agree/accept new concepts, practices and approaches.	Bachelors and 12 years of related experience	Masters with 10 years of related experience
<b>Multimedia Specialist I</b>	Responsible for the design, preparation, and creation of multi-media projects. Duties may include designing and developing multimedia applications, systems and products involving computer graphics and interactive computing using a variety of new media software applications, techniques and tools. Solves simple, routine technical problems following established procedures and policies. Develops products, solutions, processes using basic principles, theories and concepts within own technical specialty. Communicates with peers to explain facts, basic analysis, processes and practices related to area.	Bachelors or equivalent experience and less than 2 years related experience	

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Multimedia Specialist II</b>	Responsible for the design, preparation, and creation of multi-media projects. Duties may include designing and developing multimedia applications, systems and products involving computer graphics and interactive computing using a variety of new media software applications, techniques and tools. Addresses somewhat complex technical issues/problems using best practice and through collaboration with colleagues. Develops solutions to technical problems that require depth of technical knowledge, but are typically limited in complexity. Communicates with colleagues across multiple areas (project managers, other technical resources, etc.). Explains technical solutions, practices and procedures to others within the organization.	Bachelors and 2 years of related experience	Masters with less than 2 years of related experience
<b>Multimedia Specialist III</b>	Responsible for the design, preparation, and creation of multi-media projects. Duties may include designing and developing multimedia applications, systems and products involving computer graphics and interactive computing using a variety of new media software applications, techniques and tools. Develops technical solutions that require collaboration with experts, deep analyses and understanding of impact on end-product/solution. Develops solutions to technical problems and issues that are unclear and require deep technical knowledge. Communicates with and client project team members. Works to influence team members regarding solution design, process and/or approaches.	Bachelors and 4 years of related experience	Masters with 2 years of related experience
<b>Multimedia Specialist V</b>	Responsible for the design, preparation, and creation of multi-media projects. Duties may include designing and developing multimedia applications, systems and products involving computer graphics and interactive computing using a variety of new media software applications, techniques and tools. Develops solutions to complex technical issues and problems that impact multiple area or disciplines. Regularly employs ingenuity and creativity to develop new technical solutions and systems in order to achieve functional objectives. Communicates with team members across multiple areas and client team members. Works to influence project/team leaders regarding solution design, process and/or approaches.	Bachelors and 8 years of related experience	Masters with 6 years of related experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Multimedia Specialist IV</b>	Responsible for the design, preparation, and creation of multi-media projects. Duties may include designing and developing multimedia applications, systems and products involving computer graphics and interactive computing using a variety of new media software applications, techniques and tools. Addresses somewhat complex technical issues/problems using best practice and through collaboration with colleagues. Develops solutions to technical problems that require depth of technical knowledge, but are typically limited in complexity. Communicates with colleagues across multiple areas (project managers, other technical resources, etc.). Explains technical solutions, practices and procedures to others within the organization.	Bachelors and 2 years of prior relevant experience	Masters with less than 2 years of related experience
<b>Public/Media Relations Specialist I</b>	Responsible for the coordination of media relations and preparing communication materials. Plans, prepares and relays information to the press and the wider community. Develops and maintains lines of communication with media contacts and other groups. Develops and reviews material intended for public release to ensure the materials are consistent with objectives, policies and regulations. Supports activities and reporting through news media. Identifies, defines and addresses problems which are not immediately evident but typically not complex. Problems are typically within a narrow scope and are solved through drawing from prior experiences or standard procedures and basic analysis. Communicates with peers to explain facts, basic analysis, processes and practices related to area.	Bachelors or equivalent experience and less than 2 years related experience	
<b>Public/Media Relations Specialist II</b>	Responsible for the coordination of media relations and preparing communication materials. Plans, prepares and relays information to the press and the wider community. Develops and maintains lines of communication with media contacts and other groups. Develops and reviews material intended for public release to ensure the materials are consistent with objectives, policies and regulations. Supports activities and reporting through news media. Problems are vague and require understanding of domain knowledge, but are limited in complexity. Problems may span a range of issues or areas. Problems are typically solved through drawing from prior experiences, with thorough analysis of the issue. Communicates with colleagues across multiple areas (project managers, other professional resources, etc.). Explains solutions, practices and procedures to others within the organization.	Bachelors and 2 years of related experience	Masters with less than 2 years of related experience
<b>Public/Media Relations Specialist III</b>	Responsible for the coordination of media relations and preparing communication materials. Plans, prepares and relays information to the press and the wider community. Develops and maintains lines of communication with media contacts and other groups. Develops and reviews material intended for public release to ensure the materials are consistent with objectives, policies and regulations. Supports activities and reporting through news media. Problems are unclear and may require understanding of a broader set of issues, and may be difficult. Develops solutions to problems and issues that are unclear and require thorough analyses and understanding of domain knowledge. Communicates with and client project team members. Works to influence team members regarding solution design, process and/or approaches.	Bachelors and 2 years of related experience	Masters with less than 2 years of related experience
<b>Public/Media Relations Specialist IV</b>	Responsible for the coordination of media relations and preparing communication materials. Plans, prepares and relays information to the press and the wider community. Develops and maintains lines of communication with media contacts and other groups. Develops and reviews material intended for public release to ensure the materials are consistent with objectives, policies and regulations. Supports activities and reporting through news media. Problems typically involve multiple issues, areas or specialties. Makes significant improvements in programs, processes, and solutions to enhance results. Communicates with team members across multiple areas and client team members. Works to influence project/team leaders regarding solution design, process and/or approaches.	Bachelors and 8 years of related experience	Masters with 6 years of related experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Public/Media Relations Specialist V</b>	Responsible for the coordination of media relations and preparing communication materials. Plans, prepares and relays information to the press and the wider community. Develops and maintains lines of communication with media contacts and other groups. Develops and reviews material intended for public release to ensure the materials are consistent with objectives, policies and regulations. Supports activities and reporting through news media. Problems are complex and typically impact multiple area or disciplines. Provides measurable input to new solutions, processes or standards in order to achieve functional/project objectives. Requires ability to communicate with executive leadership regarding matters of significant importance to the organization/project. Works to convince others to accept area's view/current practices and agree/accept new concepts, practices and approaches.	Bachelors and 12 years of related experience	Masters with 10 – 13 years of related experience
<b>Visual/Graphic Design Manager I</b>	Responsible for creating videos, graphics, photography, animation and other products in support of marketing, branding and other key initiatives. Creates a consistent look and feel among products. Ensures products are in line with program/project strategy and messaging. Responds to and coordinates requests and meeting deliverables in support of the program. Problems and issues faced are unclear, and may require understanding of broader set of issues, and may be difficult. Problems typically involve multiple families, projects or customers. Communicates with parties within and outside of own project/family, which may include multiple constituents depending upon the area. Requires ability to influence others outside of own project/family area on policies, practices and procedures.	Bachelors or equivalent experience and 5 years of related experience	Masters with 3 years of related experience
<b>Visual/Graphic Design Manager II</b>	Responsible for creating videos, graphics, photography, animation and other products in support of marketing, branding and other key initiatives. Creates a consistent look and feel among products. Ensures products are in line with program/project strategy and messaging. Responds to and coordinates requests and meeting deliverables in support of the program. Problems and issues faced are unclear, and may require understanding of broader set of issues, and may be difficult. Problems typically involve multiple families, projects or customers. Communicates with parties within and outside of own project/family, which may include multiple constituents depending upon the area. Requires ability to influence others outside of own project/family area on policies, practices and procedures.	Bachelors or equivalent experience and 5 years related experience	Masters with 3 years of related experience
<b>Visual/Graphic Designer I</b>	Responsible for creating videos, graphics, photography, animation and other products in support of marketing, branding and other key initiatives. Creates a consistent look and feel among products. Ensures products are in line with program/project strategy and messaging. Responds to and coordinates requests and meeting deliverables in support of the program. Identifies, defines and addresses problems which are not immediately evident but typically not complex. Problems are typically within a narrow scope and are solved through drawing from prior experiences or standard procedures and basic analysis. Communicates with peers to explain facts, basic analysis, processes and practices related to area.	Bachelors or equivalent experience and less than 2 years related experience	
<b>Visual/Graphic Designer II</b>	Responsible for creating videos, graphics, photography, animation and other products in support of marketing, branding and other key initiatives. Creates a consistent look and feel among products. Ensures products are in line with program/project strategy and messaging. Responds to and coordinates requests and meeting deliverables in support of the program. Problems are vague and require understanding of domain knowledge, but are limited in complexity. Problems may span a range of issues or areas. Problems are typically solved through drawing from prior experiences, with thorough analysis of the issue. Communicates with colleagues across multiple areas (project managers, other professional resources, etc.). Explains solutions, practices and procedures to others within the organization.	Bachelors and 2 years of related experience	Masters with less than 2 years of prior relevant experience
<b>Visual/Graphic</b>	Responsible for creating videos, graphics, photography, animation and other	Bachelors and 4 years of	Masters with 2 of related

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Designer III</b>	products in support of marketing, branding and other key initiatives. Creates a consistent look and feel among products. Ensures products are in line with program/project strategy and messaging. Responds to and coordinates requests and meeting deliverables in support of the program Problems are unclear and may require understanding of a broader set of issues, and may be difficult. Develops solutions to problems and issues that are unclear and require thorough analyses and understanding of domain knowledge. Communicates with and client project team members. Works to influence team members regarding solution design, process and/or approaches.	related experience	experience
<b>Visual/Graphic Designer IV</b>	Responsible for creating videos, graphics, photography, animation and other products in support of marketing, branding and other key initiatives. Creates a consistent look and feel among products. Ensures products are in line with program/project strategy and messaging. Responds to and coordinates requests and meeting deliverables in support of the program Problems typically involve multiple issues, areas or specialties. Makes significant improvements in programs, processes, and solutions to enhance results. Communicates with team members across multiple areas and client team members. Works to influence project/team leaders regarding solution design, process and/or approaches.	Bachelors and 8 years of related experience	Masters with 6 years of related experience
<b>Visual/Graphic Designer V</b>	Responsible for creating videos, graphics, photography, animation and other products in support of marketing, branding and other key initiatives. Creates a consistent look and feel among products. Ensures products are in line with program/project strategy and messaging. Responds to and coordinates requests and meeting deliverables in support of the program Problems are complex and typically impact multiple area or disciplines. Provides measurable input to new solutions, processes or standards in order to achieve functional/project objectives. Requires ability to communicate with executive leadership regarding matters of significant importance to the organization/project. Works to convince others to accept area's view/current practices and agree/accept new concepts, practices and approaches.	Bachelors and 12 years of related experience	Masters with 10 years of related experience
<b>Web Developer I</b>	Responsible for the maintenance of web pages. Duties may include reformatting of text, assuring hyperlink integrity, file transfer, and translation and posing of new material to the page involving HTML scripting. Solves simple, routine technical problems following established procedures and policies. Develops products, solutions, processes using basic principles, theories and concepts within own technical specialty. Communicates with peers to explain facts, basic analysis, processes and practices related to area.	Bachelors or equivalent experience and less than 2 years related experience	

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Web Developer II</b>	Responsible for the maintenance of web pages. Duties may include reformatting of text, assuring hyperlink integrity, file transfer, and translation and posing of new material to the page involving HTML scripting. Addresses somewhat complex technical issues/problems using best practice and through collaboration with colleagues. Develops solutions to technical problems that require depth of technical knowledge, but are typically limited in complexity. Communicates with colleagues across multiple areas (project managers, other technical resources, etc.). Explains technical solutions, practices and procedures to others within the organization.	Bachelors and 4 years of related experience	Masters with 2 years of related experience
<b>Web Developer III</b>	Responsible for the maintenance of web pages. Duties may include reformatting of text, assuring hyperlink integrity, file transfer, and translation and posing of new material to the page involving HTML scripting. Develops technical solutions that require collaboration with experts, deep analyses and understanding of impact on end-product/solution. Develops solutions to technical problems and issues that are unclear and require deep technical knowledge. Communicates with and client project team members. Works to influence team members regarding solution design, process and/or approaches.	Bachelors and 4 years of related experience	Masters with 2 years of related experience
<b>Web Developer IV</b>	Responsible for the maintenance of company web pages. Duties may include reformatting of text, assuring hyperlink integrity, file transfer, and translation and posing of new material to the page involving HTML scripting. Develops solutions to complex technical issues and problems that impact multiple area or disciplines. Regularly employs ingenuity and creativity to develop new technical solutions and systems in order to achieve functional objectives. Communicates with team members across multiple areas and client team members. Works to influence project/team leaders regarding solution design, process and/or approaches.	Bachelors and 8 years of related experience	Masters with 6 years of related experience
<b>Writer/Editor I</b>	Responsible for editing, proofreading and providing writing support on non-technical and/or technical documents or sections of documents prepared by writers such as manuals, procedures and specifications. Duties may include ensuring documents meet editorial and government specifications and adhering to standards for quality, graphics, coverage, format and style. Identifies, defines and addresses problems, which are not immediately evident but typically not complex. Problems are typically within a narrow scope and are solved through drawing from prior experiences or standard procedures and basic analysis. Communicates with peers to explain facts, basic analysis, processes and practices related to area.	Bachelors or equivalent experience and less than 2 years related experience	
<b>Writer/Editor II</b>	Responsible for editing, proofreading and providing writing support on non-technical and/or technical documents or sections of documents prepared by writers such as manuals, procedures and specifications. Duties may include ensuring documents meet editorial and government specifications and adhering to standards for quality, graphics, coverage, format and style. Problems are vague and require understanding of domain knowledge, but are limited in complexity. Problems may span a range of issues or areas. Problems are typically solved through drawing from prior experiences, with thorough analysis of the issue. Communicates with colleagues across multiple areas (project managers, other professional resources, etc.). Explains solutions, practices and procedures to others within the organization.	Bachelors and 2 years of related experience.	Masters with less than 2 years of prior relevant experience
<b>Writer/Editor III</b>	Responsible for editing, proofreading and providing writing support on non-technical and/or technical documents or sections of documents prepared by writers such as manuals, procedures and specifications. Duties may include ensuring documents meet editorial and government specifications and adhering to standards for quality, graphics, coverage, format and style. Problems are unclear and may require understanding of a broader set of issues, and may be difficult. Develops solutions to problems and issues that are unclear and require thorough analyses and understanding of domain knowledge. Communicates with and client project team members. Works to influence team members regarding solution design, process and/or approaches.	Bachelors and 4 years of related experience	Masters with 2 years of related experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Writer/Editor IV</b>	Responsible for editing, proofreading and providing writing support on non-technical and/or technical documents or sections of documents prepared by writers such as manuals, procedures and specifications. Duties may include ensuring documents meet editorial and government specifications and adhering to standards for quality, graphics, coverage, format and style. Problems typically involve multiple issues, areas or specialties. Makes significant improvements in programs, processes, and solutions to enhance results. Communicates with team members across multiple areas and client team members. Works to influence project/team leaders regarding solution design, process and/or approaches.	Bachelors and 8 years of related experience	Masters with 6 – 10 years of prior relevant experience
<b>Writer/Editor V</b>	Responsible for editing, proofreading and providing writing support on non-technical and/or technical documents or sections of documents prepared by writers such as manuals, procedures and specifications. Duties may include ensuring documents meet editorial and government specifications and adhering to standards for quality, graphics, coverage, format and style. Problems are complex and typically impact multiple area or disciplines. Provides measurable input to new solutions, processes or standards in order to achieve functional/project objectives. Requires ability to communicate with executive leadership regarding matters of significant importance to the organization/project. Works to convince others to accept area's view/current practices and agree/accept new concepts, practices and approaches.	Bachelors or equivalent experience and less than 2 years related experience	
<b>Environmental Manager I</b>	Responsible for developing, implementing and monitoring environmental strategies, policies and programs designed to address critical environmental issues and improve sustainability. Duties include setting sustainability targets, developing plans to meet those targets and oversee their delivery. In addition, duties may include oversight of a variety of environmentally focused initiatives, which may include ensuring compliance with environmental laws and regulations, maintaining detailed records of technical audits and environmental impact assessments, reporting to the appropriate regulatory authorities, tracking the progress environmental initiatives, and building environmental awareness. Provides measurable input to new products, processes or standards in operational plans in order to implement organizational strategies. Manages certain processes or projects within a defined budget set by management. Manages experienced professionals. Leads, directs and reviews the work of team who exercise latitude and independence in their assignments.	Bachelors or equivalent and 5 years related experience	High School and 9 years related experience
<b>Environmental Manager II</b>	<p>Responsible for developing, implementing and monitoring environmental strategies, policies and programs designed to address critical environmental issues and improve sustainability. Duties include setting sustainability targets, developing plans to meet those targets and oversee their delivery. In addition, duties may include oversight of a variety of environmentally focused initiatives, which may include ensuring compliance with environmental laws and regulations, maintaining detailed records of technical audits and environmental impact assessments, reporting to the appropriate regulatory authorities, tracking the progress environmental initiatives, and building environmental awareness.</p> <p>Leads the team in developing new products, processes, standards or operational plans in support of the project with responsibility for elements of the budget.</p> <p>Manages experienced professionals who exercise latitude and independence in their assignments. Leads, directs and reviews the work of team who exercise latitude and independence in their assignments.</p>	Bachelors and 8 years related experience	HS and 12 years related experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Environmental Manager III</b>	<p>Responsible for developing, implementing and monitoring environmental strategies, policies and programs designed to address critical environmental issues and improve sustainability. Duties include setting sustainability targets, developing plans to meet those targets and oversee their delivery. In addition, duties may include oversight of a variety of environmentally focused initiatives, which may include ensuring compliance with environmental laws and regulations, maintaining detailed records of technical audits and environmental impact assessments, reporting to the appropriate regulatory authorities, tracking the progress environmental initiatives, and building environmental awareness.</p> <p>Directs activities that have significant impact on the achievement of results for the project/function. Responsibility for resources, and frequently influences organizational or operational decisions.</p> <p>Manages a project or family of projects. Responsible for creating staffing plans for project to ensure efficient use of resources.</p>	Bachelors and 12 years related experience	HS and 16 years related experience
<b>Environmental Manager IV</b>	<p>Responsible for developing, implementing and monitoring environmental strategies, policies and programs designed to address critical environmental issues and improve sustainability. Duties include setting sustainability targets, developing plans to meet those targets and oversee their delivery. In addition duties may include oversight of a variety of environmentally focused initiatives which may include ensuring compliance with environmental laws and regulations, maintaining detailed records of technical audits and environmental impact assessments, reporting to the appropriate regulatory authorities, tracking the progress environmental initiatives, and building environmental awareness</p> <p>Establishes and implements tactical and operational plans that have significant impact on the achievement of functional results at the enterprise level.</p> <p>Manages a project or family of projects. Responsible for creating staffing plans for project to ensure efficient use of resources.</p>	Bachelors and 15 years related experience	HS and 19 years related experience
<b>Water Scientist I</b>	<p>Responsible for assessing water quality to determine and prevent contamination. Duties may include performing hydro-geological assessment as well as providing technical support for ground water recovery and treatment</p> <p>Solves simple, routine technical problems following established procedures and policies. Develops products, solutions, processes using basic principles, theories and concepts within own technical specialty.</p>	Bachelors and 0 experience	HS and 4 years related experience
<b>Water Scientist II</b>	<p>Responsible for assessing water quality to determine and prevent contamination. Duties may include performing hydro-geological assessment as well as providing technical support for ground water recovery and treatment projects.</p> <p>Addresses somewhat complex technical issues/problems using internal best practice and through collaboration with colleagues. Develops solutions to technical problems that require technical knowledge and have different degrees of complexity.</p>	Bachelors and 2 years related experience	HS and 6 years related experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Water Scientist III</b>	<p>Responsible for assessing water quality to determine and prevent contamination. Duties may include performing hydro-geological assessment as well as providing technical support for ground water recovery and treatment projects.</p> <p>Develops technical solutions that requires collaboration with experts, deep analyses and understanding of impact on end-product/solution. Solves problems and issues that require deep technical knowledge.</p>	Bachelors and 4 years related experience	Masters and 2 years related experience HS and 6 years related experience
<b>Water Scientist IV</b>	<p>Responsible for assessing water quality to determine and prevent contamination. Duties may include performing hydro-geological assessment as well as providing technical support for ground water recovery and treatment projects.</p> <p>Develops solutions to complex technical issues and problems that impact multiple area or disciplines; also involved in new technical solutions and systems that achieve functional objectives.</p>	Bachelors and 8 years related experience	Masters and 6 years related experience HS and 12 years related experience
<b>Water Scientist V</b>	<p>Responsible for assessing water quality to determine and prevent contamination. Duties may include performing hydro-geological assessment as well as providing technical support for ground water recovery and treatment projects.</p> <p>Resolves highly complex problems through research and integration of best practices by applying technical knowledge, conceptualizing, reasoning and interpretation skills.</p>	Bachelors and 12 years related experience	Masters and 10 years related experience HS and 16 years related experience
<b>Water Scientist VI</b>	<p>Responsible for assessing water quality to determine and prevent contamination. Duties may include performing hydro-geological assessment as well as providing technical support for ground water recovery and treatment projects.</p> <p>Resolves highly complex and multi-dimensional problems, which impact multiple aspects of the project/program. Collaborates with other experts in the field to develop highly innovative products/solutions</p>	Masters and 15 years related experience	Bachelors and 17 years related experience HS and 21 years related experience
<b>Risk Analyst I</b>	<p>Assembles, prepares and analyzes data regarding exposure, toxicology, human risk assessment, regulatory affairs and litigation support. Prepares and implements statistical models of exposure for detailing human risk assessment in the work place. May provide knowledge of physical, chemical, toxicological, and health data for hazardous organic and inorganic substances; evaluates and prepares both cancer and non-cancer risk assessments. Provides technical advice and operating assistance in interpreting transport, exposure, toxicological, or health data relative to individual chemicals and mixtures and their effects on health related values.</p> <p>Solves simple, routine technical problems following established procedures and policies and using basic principles, theories and concepts.</p>	Bachelors and 2 years related experience	HS and 6 years related experience
<b>Risk Analyst II</b>	<p>Assembles, prepares and analyzes data regarding exposure, toxicology, human risk assessment, regulatory affairs and litigation support. Prepares and implements statistical models of exposure for detailing human risk assessment in the work place. May provide knowledge of physical, chemical, toxicological, and health data for hazardous organic and inorganic substances; evaluates and prepares both cancer and non-cancer risk assessments. Provides technical advice and operating assistance in interpreting transport, exposure, toxicological, or health data relative to individual chemicals and mixtures and their effects on health related values.</p> <p>Addresses somewhat complex technical issues/problems using internal best practice, collaboration with colleagues and applying depth of technical knowledge.</p>	Bachelors and 4 years related experience	HS and 6 years related experience MS and 0 related experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Risk Analyst III</b>	<p>Assembles, prepares and analyzes data regarding exposure, toxicology, human risk assessment, regulatory affairs and litigation support. Prepares and implements statistical models of exposure for detailing human risk assessment in the work place. May provide knowledge of physical, chemical, toxicological, and health data for hazardous organic and inorganic substances; evaluates and prepares both cancer and non-cancer risk assessments. Provides technical advice and operating assistance in interpreting transport, exposure, toxicological, or health data relative to individual chemicals and mixtures and their effects on health related values.</p> <p>Develops technical solutions problems and issues that are unclear and require extensive collaboration with internal experts, deep analyses and understanding of impact on end-product/solution.</p>	Bachelors and 8 years related experience	Masters and 4 years related experience HS and 12 years related experience
<b>Risk Analyst IV</b>	<p>Assembles, prepares and analyzes data regarding exposure, toxicology, human risk assessment, regulatory affairs and litigation support. Prepares and implements statistical models of exposure for detailing human risk assessment in the work place. May provide knowledge of physical, chemical, toxicological, and health data for hazardous organic and inorganic substances; evaluates and prepares both cancer and non-cancer risk assessments. Provides technical advice and operating assistance in interpreting transport, exposure, toxicological, or health data relative to individual chemicals and mixtures and their effects on health related values.</p> <p>Solve complex technical issues and problems employing ingenuity and creativity such that the solutions and systems developed meet functional objectives.</p>	Bachelors and 10 years related experience	Masters and 6 years related experience HS and 14 years related experience
<b>Risk Analyst V</b>	<p>Assembles, prepares and analyzes data regarding exposure, toxicology, human risk assessment, regulatory affairs and litigation support. Prepares and implements statistical models of exposure for detailing human risk assessment in the work place. May provide knowledge of physical, chemical, toxicological, and health data for hazardous organic and inorganic substances; evaluates and prepares both cancer and non-cancer risk assessments. Provides technical advice and operating assistance in interpreting transport, exposure, toxicological, or health data relative to individual chemicals and mixtures and their effects on health related values.</p> <p>Solves highly complex problems innovatively and through research and integration of best practices while applying significant technical knowledge, conceptualizing, reasoning and interpretation.</p>	Bachelors and 12 years related experience	Masters and 10 years related experience HS and 16 years related experience
<b>Environmental Analyst I</b>	<p>Responsible for developing, implementing and maintaining inspection procedures and programs designed to minimize deficiencies and ensure compliance with existing Federal, State and local laws, regulations, licenses, permits and ordinances pertaining to health, safety and environmental control. Major areas may include: water, air, and land quality; radiological health and safety; liquid and solid waste disposal; and industrial and mine safety. Identifies potential or actual areas of non-compliance. Develops technical reports based on the interpretation of data, observations, and current regulations regarding inspection findings and provides recommendations for corrective action.</p> <p>Solves simple, routine technical problems following established procedures and policies. Develops products, solutions, processes using basic principles, theories and concepts within own technical specialty.</p>	Bachelors and 2 years related experience	HS and 6 years related experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Environmental Analyst II</b>	<p>Responsible for developing, implementing and maintaining inspection procedures and programs designed to minimize deficiencies and ensure compliance with existing Federal, State and local laws, regulations, licenses, permits and ordinances pertaining to health, safety and environmental control. Major areas may include: water, air, and land quality; radiological health and safety; liquid and solid waste disposal; and industrial and mine safety. Identifies potential or actual areas of non-compliance. Develops technical reports based on the interpretation of data, observations, and current regulations regarding inspection findings and provides recommendations for corrective action.</p> <p>Addresses somewhat complex technical issues/problems using internal best practice and through collaboration with colleagues. Develops solutions to technical problems that require depth of technical knowledge, but are typically limited in complexity.</p>	Bachelors and 4 years related experience	Masters and 2 years related experience HS and 8 years related experience
<b>Environmental Analyst III</b>	<p>Responsible for developing, implementing and maintaining inspection procedures and programs designed to minimize deficiencies and ensure compliance with existing Federal, State and local laws, regulations, licenses, permits and ordinances pertaining to health, safety and environmental control. Major areas may include: water, air, and land quality; radiological health and safety; liquid and solid waste disposal; and industrial and mine safety. Identifies potential or actual areas of non-compliance. Develops technical reports based on the interpretation of data, observations, and current regulations regarding inspection findings and provides recommendations for corrective action.</p> <p>Develops technical solutions that require collaboration with internal experts, deep analyses and understanding of impact on end-product/solution. Develops solutions to technical problems and issues that are unclear and require deep technical knowledge.</p>	Bachelors and 8 years related experience	Masters and 4 years related experience HS and 12 years related experience
<b>Environmental Analyst IV</b>	<p>Responsible for developing, implementing and maintaining inspection procedures and programs designed to minimize deficiencies and ensure compliance with existing Federal, State and local laws, regulations, licenses, permits and ordinances pertaining to health, safety and environmental control. Major areas may include: water, air, and land quality; radiological health and safety; liquid and solid waste disposal; and industrial and mine safety. Identifies potential or actual areas of non-compliance. Develops technical reports based on the interpretation of data, observations, and current regulations regarding inspection findings and provides recommendations for corrective action.</p> <p>Develops solutions to complex technical issues and problems that impact multiple areas or disciplines. Regularly employs creativity to develop new technical solutions and systems in order to achieve functional objectives.</p>	Bachelors and 10 years related experience	Masters and 6 years related experience HS and 14 years related experience
<b>Environmental Analyst V</b>	<p>Responsible for developing, implementing and maintaining inspection procedures and programs designed to minimize deficiencies and ensure compliance with existing Federal, State and local laws, regulations, licenses, permits and ordinances pertaining to health, safety and environmental control. Major areas may include: water, air, and land quality; radiological health and safety; liquid and solid waste disposal; and industrial and mine safety. Identifies potential or actual areas of non-compliance. Develops technical reports based on the interpretation of data, observations, and current regulations regarding inspection findings and provides recommendations for corrective action.</p> <p>Resolves highly complex problems applying technical knowledge, conceptualizing, reasoning and interpretation. Develops solutions that are highly innovative, and achieved through research and integration of best practices.</p>	Bachelors and 12 years related experience	Masters and 10 years related experience HS and 16 years related experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Environmental Analyst VI</b>	<p>Responsible for developing, implementing and maintaining inspection procedures and programs designed to minimize deficiencies and ensure compliance with existing Federal, State and local laws, regulations, licenses, permits and ordinances pertaining to health, safety and environmental control. Major areas may include: water, air, and land quality; radiological health and safety; liquid and solid waste disposal; and industrial and mine safety. Identifies potential or actual areas of non-compliance. Develops technical reports based on the interpretation of data, observations, and current regulations regarding inspection findings and provides recommendations for corrective action.</p> <p>Resolves highly complex and multi-dimensional problems requiring consideration of variables that impact multiple aspects of the project/program. Leads the development of highly innovative products/solutions through collaboration and dialogue with other experts.</p>	Masters and 15 years related experience	PhD and 13 years related experience HS and 19 years related experience
<b>Environmental Engineer I</b>	<p>Responsible for developing, administering and implementing environmental programs in accordance with governmental requirements. Monitors pollution prevention activities, compliance and auditing efforts. Conducts studies and prepares environmental impact reports for new construction projects, plant processes and permit changes. Reviews and analyzes environmental documentation issued by regulatory agencies. Determines impact on operations and publishes compliance strategies and requirements. Evaluates proposed regulations to determine financial, industrial, public and environmental impact. Interacts with regulators to resolve compliance issues.</p> <p>Solves simple, routine technical problems following established procedures and policies. Develops products, solutions, processes using basic principles, theories and concepts within own technical specialty.</p>	Bachelors and 2 years related experience	HS and 6 years related experience
<b>Environmental Engineer II</b>	<p>Responsible for developing, administering and implementing environmental programs in accordance with governmental requirements. Monitors pollution prevention activities, compliance and auditing efforts. Conducts studies and prepares environmental impact reports for new construction projects, plant processes and permit changes. Reviews and analyzes environmental documentation issued by regulatory agencies. Determines impact on operations and publishes compliance strategies and requirements. Evaluates proposed regulations to determine financial, industrial, public and environmental impact. Interacts with regulators to resolve compliance issues.</p> <p>Addresses somewhat complex technical issues/problems using best practices and collaboration with colleagues. Develops solutions to technical problems that require depth of technical knowledge, but are typically limited in complexity.</p>	Bachelors and 4 years related experience	Masters and 2 years related experience HS and 8 years related experience
<b>Environmental Engineer III</b>	<p>Responsible for developing, administering and implementing environmental programs in accordance with governmental requirements. Monitors pollution prevention activities, compliance and auditing efforts. Conducts studies and prepares environmental impact reports for new construction projects, plant processes and permit changes. Reviews and analyzes environmental documentation issued by regulatory agencies. Determines impact on operations and publishes compliance strategies and requirements. Evaluates proposed regulations to determine financial, industrial, public and environmental impact. Interacts with regulators to resolve compliance issues.</p> <p>Develops technical solutions that require collaboration with others, deep analyses and understanding of impact on end-product/solution. Develops solutions to technical problems and issues that are unclear and require deep technical knowledge.</p>	Bachelors and 8 years related experience	Masters and 4 years related experience HS and 12 years related experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Environmental Engineer IV</b>	<p>Responsible for developing, administering and implementing environmental programs in accordance with governmental requirements. Monitors pollution prevention activities, compliance and auditing efforts. Conducts studies and prepares environmental impact reports for new construction projects, plant processes and permit changes. Reviews and analyzes environmental documentation issued by regulatory agencies. Determines impact on operations and publishes compliance strategies and requirements. Evaluates proposed regulations to determine financial, industrial, public and environmental impact. Interacts with regulators to resolve compliance issues.</p> <p>Develops solutions to complex technical issues and problems that impact multiple area or disciplines. Regularly employs creativity to develop new technical solutions and systems in order to achieve functional objectives.</p>	Bachelors and 10 years related experience	Masters and 6 years related experience HS and 14 years related experience
<b>Environmental Engineer V</b>	<p>Responsible for developing, administering and implementing environmental programs in accordance with governmental requirements. Monitors pollution prevention activities, compliance and auditing efforts. Conducts studies and prepares environmental impact reports for new construction projects, plant processes and permit changes. Reviews and analyzes environmental documentation issued by regulatory agencies. Determines impact on operations and publishes compliance strategies and requirements. Evaluates proposed regulations to determine financial, industrial, public and environmental impact. Interacts with regulators to resolve compliance issues.</p> <p>Resolves highly complex problems applying technical knowledge, conceptualizing, reasoning and interpretation. Develops solutions that are highly innovative, and achieved through research and integration of best practices.</p>	Bachelors and 12 years related experience	Masters and 10 years related experience PhD and 0 experience HS and 16 years related experience
<b>Environmental Engineer VI</b>	<p>Responsible for developing, administering and implementing environmental programs in accordance with governmental requirements. Monitors pollution prevention activities, compliance and auditing efforts. Conducts studies and prepares environmental impact reports for new construction projects, plant processes and permit changes. Reviews and analyzes environmental documentation issued by regulatory agencies. Determines impact on operations and publishes compliance strategies and requirements. Evaluates proposed regulations to determine financial, industrial, public and environmental impact. Interacts with regulators to resolve compliance issues.</p> <p>Resolves highly complex and multi-dimensional problems requiring consideration of variables that impact multiple aspects of the project/program. Leads the development of highly innovative products/solutions, achieved through collaboration and dialogue with other experts.</p>	Masters and 15 years related experience	PhD and 13 years related experience Bachelors and 17 years related experience HS and 21 years related experience
<b>Environmental Health and Safety Specialist I</b>	<p>Responsible for the development, implementation and management of comprehensive Environmental, Health and Safety projects or programs with the goal of mitigating risk. Duties may include working with the government, and health agencies to review, audit, and update policies and procedures so they are up-to-date with the most current industry practices.</p> <p>Solves simple, routine technical problems following established procedures and policies. Develops products, solutions, processes using basic principles, theories and concepts within own technical specialty.</p>	Bachelors and 2 years related experience	HS and 6 years related experience

Labor Category Title	Labor Category Description	Minimum Education/ Experience	Education/Experience Substitutions
<b>Environmental Health and Safety Specialist II</b>	<p>Responsible for the development, implementation and management of comprehensive Environmental, Health and Safety projects or programs with the goal of mitigating risk. Duties may include working with the government, and health agencies to review, audit, and update policies and procedures so they are up-to-date with the most current industry practices.</p> <p>Addresses somewhat complex technical issues/problems using internal best practice and through collaboration with colleagues. Develops solutions to technical problems that require depth of technical knowledge, but are typically limited in complexity.</p>	Bachelors and 4 years related experience	<p>Masters and 2 years related experience</p> <p>HS and 8 years related experience</p>
<b>Environmental Health and Safety Specialist III</b>	<p>Responsible for the development, implementation and management of comprehensive Environmental, Health and Safety projects or programs with the goal of mitigating risk. Duties may include working with the government, and health agencies to review, audit, and update policies and procedures so they are up-to-date with the most current industry practices.</p> <p>Develops technical solutions that require collaboration with experts, deep analyses and understanding of impact on end-product/solution. Develops solutions to technical problems and issues that are unclear and require deep technical knowledge.</p>	Bachelors and 8 years related experience	<p>Masters and 4 years related experience</p> <p>HS and 12 years related experience</p>
<b>Environmental Health and Safety Specialist IV</b>	<p>Responsible for the development, implementation and management of comprehensive Environmental, Health and Safety projects or programs with the goal of mitigating risk. Duties may include working with the government, and health agencies to review, audit, and update policies and procedures so they are up-to-date with the most current industry practices.</p> <p>Develops solutions to complex technical issues and problems that impact multiple areas or disciplines. Regularly employs creativity to develop new technical solutions and systems in order to achieve functional objectives.</p>	Bachelors and 10 years related experience	<p>Masters and 6 years related experience</p> <p>PhD and 0 experience</p> <p>HS and 14 years related experience</p>
<b>Environmental Health and Safety Specialist V</b>	<p>Responsible for the development, implementation and management of comprehensive Environmental, Health and Safety projects or programs with the goal of mitigating risk. Duties may include working with the government, and health agencies to review, audit, and update policies and procedures so they are up-to-date with the most current industry practices.</p> <p>Resolves highly complex problems applying technical knowledge, conceptualizing, reasoning and interpretation. Develops solutions that are highly innovative, and achieved through research and integration of best practices.</p>	Bachelors and 10 years related experience	<p>Masters and 6 years related experience</p> <p>PhD and 1 year related experience</p> <p>HS and 14 years related experience</p>