



**GENERAL SERVICES ADMINISTRATION
FEDERAL SUPPLY PROGRAM
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST**
Multiple Award Schedule (MAS)
FSC Group: Professional Services
FSC Class: Not applicable under this contract.

**JJR Solutions, LLC
607 E 3rd Street, Suite 400
Dayton, OH 45402
Phone: 937.912.0288
Fax: 937.912.0299
www.jjrsolutions.com**

Multiple Award Schedule (MAS)

Contract Number: GS-00F-146GA

Period Covered by Contract: March 20, 2017 - March 19, 2022

Business Size: Small Business

Contract Administrator: Alexandria Schlorman, lexi.schlorman@jjrsolutions.com

For more information on ordering from Federal Supply Schedules go to the GSA Schedules page at GSA.gov.

Pricelist current as of Modification #PS-A812 effective April 14, 2020.

Prices Shown Herein are Net

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!™. a menu driven database system. The Internet address for GSA Advantage!™ is GSAAdvantage.gov



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CUSTOMER INFORMATION

1a. Table of awarded special item number(s):

Category	Description
541330ENG	Engineering Services
541380	Testing Laboratory Services
54151S	Information Technology Professional Services
541611	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
541715	Engineering Research and Development and Strategic Planning
OLM	Order-Level Materials (OLM)

1b. Identification of the lowest priced labor category description, job title # and hourly rate awarded under the contract is:

Job Title #	Labor Category Description	GSA Hourly Rate
13	Configuration/Data Management Specialist I	\$ 43.14

1c. Labor Category Descriptions of all corresponding commercial job titles, experience, functional responsibility and education are outlined on Pages 4-29 within this pricelist.

2. Maximum Order: \$1,000,000

3. Minimum Order: \$100

4. Geographic Scope of Coverage: The Geographic Scope of Coverage is Domestic Delivery. This is delivery within the 48 contiguous states, Alaska, Hawaii, Puerto Rico, Washington, DC, and U.S. Territories. Domestic delivery also includes a port or consolidation point, within the aforementioned areas, for orders received from overseas activities.

5. Point(s) of production (city, county, and State or foreign country): As negotiated between JJR Solutions and the Ordering Activity.

6. Discount from list prices or statement of net price: Government Net Prices (discounts already deducted).

7. Quantity Discount: 2% off each task order valued more than \$150,000.00; 3% off each task order valued more than \$250,000.00; and 5% off each task order valued more than \$500,000.00.

8. Prompt Payment Terms: Net 30 Days. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

9. Foreign Items: No foreign items are awarded under this contract.

10a. Time of delivery: As negotiated between JJR Solutions and the Ordering Activity at the Task Order level.

10b. Expedited Delivery: As negotiated between JJR Solutions and the Ordering Activity at the Task Order level.

10c. Overnight and 2-Day Delivery: As negotiated between JJR Solutions and the Ordering Activity at the Task Order level.

10d. Urgent Requirements: When the Federal Supply Schedule contract delivery period does not meet the bona fide urgent delivery requirements of an ordering activity, ordering activities are encouraged, if time permits, to contact the Contractor for the purpose of obtaining accelerated delivery. The Contractor shall



reply to the inquiry within 3 workdays after receipt. (Telephonic replies shall be confirmed by the Contractor in writing.) If the Contractor offers an accelerated delivery time acceptable to the ordering activity, any order(s) placed pursuant to the agreed upon accelerated delivery time frame shall be delivered within this shorter delivery time and in accordance with all other terms and conditions of the contract.

11. FOB Point: Destination
- 12a. Ordering Address: JJR Solutions, LLC
Attn: Contracts and Purchasing Administration Lead
607 E 3rd Street, Suite 400
Dayton, OH 45402
contracts@jjsolutions.com
- 12b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.
13. Payment Address: JJR Solutions, LLC
Attn: Accounts Receivable
607 E 3rd Street, Suite 400
Dayton, OH 45402
financesupport@jjsolutions.com
14. Warranty Provisions: All services performed under this contract will be guaranteed to completed in a satisfactory workmanlike manner as delineated with this Authorized FSS Schedule Pricelist.
15. Export Packing Charges, if applicable: Not applicable under this contract.
16. Terms and conditions of rental, maintenance, and repair (if applicable): Not applicable under this contract.
17. Terms and conditions of installation (if applicable): Not applicable under this contract.
- 18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): Not applicable under this contract.
- 18b. Terms and conditions for any other services (if applicable): As negotiated between JJR Solutions and the Ordering Activity at the Task Order level.
19. List of service and distribution points (if applicable): As negotiated between JJR Solutions and the Ordering Activity at the Task Order level.
20. List of participating dealers (if applicable): Not applicable under this contract.
21. Preventative maintenance (if applicable): Not applicable under this contract.
- 22a. Special Attributes such as Environmental Attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants): Not applicable under this contract.
- 22b. Section 508 Compliance: Contact JJR for Section 508 compliance information. The EIT standards can be found at: <http://www.section508.gov>
23. Data Universal Numbering System (DUNS) Number: 828029442
24. JJR Solutions is currently registered within the System for Award Management (SAM) database.

Service Contract Labor Standards: Service Contract Labor Standards, formerly the Service Contract Act (SCA), is applicable to this contract as it applies to the entire Multiple Award Schedule and all services provided. While no specific labor categories have been identified as being subject to SCLS due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CRF 541.300), this contract still maintains the provisions and protections for SCLS eligible labor categories. If and/or when the contractor adds SCLS labor



categories/employees to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCLS matrix identifying the GSA labor category titles, the occupational code, SCLS labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.



JJR SOLUTIONS PROFESSIONAL SERVICES RATES

	Labor Category	Year 1	Year 2	Year 3	Year 4	Year 5
1	Business Systems Analyst I	\$ 62.64	\$63.71	\$64.79	\$65.89	\$67.01
2	Business Systems Analyst II	\$ 80.11	\$81.47	\$82.85	\$84.26	\$85.69
3	Business Systems Analyst III	\$ 94.04	\$95.64	\$97.27	\$98.92	\$100.60
4	Business Systems Analyst IV	\$ 112.47	\$114.38	\$116.33	\$118.31	\$120.32
5	Business Intelligence Specialist I	\$ 81.26	\$82.64	\$84.04	\$85.47	\$86.92
6	Business Intelligence Specialist II	\$ 96.16	\$97.80	\$99.46	\$101.15	\$102.87
7	Business Intelligence Specialist III	\$ 111.07	\$112.96	\$114.88	\$116.83	\$118.82
8	Business Intelligence Specialist IV	\$ 128.30	\$130.48	\$132.70	\$134.95	\$137.25
9	Consultant I	\$ 94.74	\$96.35	\$97.99	\$99.66	\$101.35
10	Consultant II	\$ 110.21	\$112.09	\$113.99	\$115.93	\$117.90
11	Consultant III	\$ 124.90	\$127.02	\$129.18	\$131.38	\$133.61
12	Consultant IV	\$ 138.27	\$140.62	\$143.01	\$145.44	\$147.91
13	Configuration/Data Management Specialist I	\$ 43.14	\$43.87	\$44.62	\$45.38	\$46.15
14	Configuration/Data Management Specialist II	\$ 74.80	\$76.07	\$77.37	\$78.68	\$80.02
15	Configuration/Data Management Specialist III	\$ 90.85	\$92.39	\$93.96	\$95.56	\$97.18
16	Configuration/Data Management Specialist IV	\$ 108.51	\$110.35	\$112.23	\$114.14	\$116.08
17	Contracts/Grants Management Specialist I	\$ 66.34	\$67.46	\$68.61	\$69.78	\$70.96
18	Contracts/Grants Management Specialist II	\$ 80.82	\$82.19	\$83.59	\$85.01	\$86.45
19	Contracts/Grants Management Specialist III	\$ 92.51	\$94.08	\$95.68	\$97.31	\$98.96
20	Contracts/Grants Management Specialist IV	\$ 111.35	\$113.24	\$115.17	\$117.13	\$119.12
21	Cost Analyst I	\$ 63.62	\$64.70	\$65.80	\$66.92	\$68.06
22	Cost Analyst II	\$ 77.97	\$79.30	\$80.65	\$82.02	\$83.41
23	Cost Analyst III	\$ 95.25	\$96.87	\$98.51	\$100.19	\$101.89
24	Cost Analyst IV	\$ 117.69	\$119.69	\$121.72	\$123.79	\$125.90
25	Cybersecurity Specialist I	\$ 67.47	\$68.61	\$69.78	\$70.97	\$72.17
26	Cybersecurity Specialist II	\$ 90.69	\$92.23	\$93.80	\$95.40	\$97.02
27	Cybersecurity Specialist III	\$ 113.92	\$115.86	\$117.82	\$119.83	\$121.86
28	Cybersecurity Specialist IV	\$ 136.04	\$138.35	\$140.70	\$143.10	\$145.53
29	Data Analyst I	\$ 60.77	\$61.80	\$62.85	\$63.92	\$65.01
30	Data Analyst II	\$ 76.99	\$78.30	\$79.63	\$80.99	\$82.36
31	Data Analyst III	\$ 96.36	\$97.99	\$99.66	\$101.35	\$103.08
32	Data Analyst IV	\$ 108.65	\$110.50	\$112.38	\$114.29	\$116.23
33	Decision Support Specialist I	\$ 43.78	\$44.52	\$45.28	\$46.05	\$46.83
34	Decision Support Specialist II	\$ 54.72	\$55.65	\$56.60	\$57.56	\$58.54
35	Decision Support Specialist III	\$ 69.20	\$70.38	\$71.57	\$72.79	\$74.03
36	Decision Support Specialist IV	\$ 77.00	\$78.31	\$79.64	\$80.99	\$82.37



	Labor Category	Year 1	Year 2	Year 3	Year 4	Year 5
37	Engineer I	\$ 70.52	\$71.72	\$72.94	\$74.18	\$75.44
38	Engineer II	\$ 81.97	\$83.36	\$84.78	\$86.22	\$87.68
39	Engineer III	\$ 96.85	\$98.50	\$100.17	\$101.88	\$103.61
40	Engineer IV	\$ 116.71	\$118.69	\$120.71	\$122.76	\$124.85
41	Financial Analyst I	\$ 63.32	\$64.40	\$65.50	\$66.61	\$67.74
42	Financial Analyst II	\$ 78.74	\$80.08	\$81.44	\$82.82	\$84.23
43	Financial Analyst III	\$ 96.81	\$98.46	\$100.13	\$101.83	\$103.57
44	Financial Analyst IV	\$ 114.74	\$116.69	\$118.67	\$120.69	\$122.74
45	Logistics Management Specialist I	\$ 59.23	\$60.24	\$61.26	\$62.30	\$63.36
46	Logistics Management Specialist II	\$ 67.70	\$68.85	\$70.02	\$71.21	\$72.42
47	Logistics Management Specialist III	\$ 86.63	\$88.10	\$89.60	\$91.12	\$92.67
48	Logistics Management Specialist IV	\$ 104.76	\$106.54	\$108.35	\$110.20	\$112.07
49	Process Engineer I	\$ 70.07	\$71.26	\$72.47	\$73.71	\$74.96
50	Process Engineer II	\$ 87.47	\$88.96	\$90.47	\$92.01	\$93.57
51	Process Engineer III	\$ 103.72	\$105.48	\$107.27	\$109.10	\$110.95
52	Process Engineer IV	\$ 125.87	\$128.01	\$130.19	\$132.40	\$134.65
53	Project Support Specialist I	\$ 51.40	\$52.27	\$53.16	\$54.07	\$54.99
54	Project Support Specialist II	\$ 61.15	\$62.19	\$63.24	\$64.32	\$65.41
55	Project Support Specialist III	\$ 75.07	\$76.35	\$77.65	\$78.97	\$80.31
56	Project Support Specialist IV	\$ 83.08	\$84.49	\$85.93	\$87.39	\$88.87
57	Project Manager I	\$ 76.48	\$77.78	\$79.10	\$80.44	\$81.81
58	Project Manager II	\$ 100.32	\$102.03	\$103.76	\$105.53	\$107.32
59	Project Manager III	\$ 119.40	\$121.43	\$123.49	\$125.59	\$127.73
60	Project Manager IV	\$ 148.12	\$150.64	\$153.20	\$155.80	\$158.45
61	Program Manager I	\$ 115.98	\$117.95	\$119.95	\$121.99	\$124.07
62	Program Manager II	\$ 134.80	\$137.09	\$139.42	\$141.79	\$144.20
63	Program Manager III	\$ 154.78	\$157.41	\$160.08	\$162.81	\$165.57
64	Program Manager IV	\$ 172.97	\$175.91	\$178.90	\$181.94	\$185.03
65	Project Scheduler I	\$ 50.45	\$51.30	\$52.18	\$53.06	\$53.96
66	Project Scheduler II	\$ 63.88	\$64.96	\$66.07	\$67.19	\$68.33
67	Project Scheduler III	\$ 99.41	\$101.10	\$102.82	\$104.56	\$106.34
68	Project Scheduler IV	\$ 116.64	\$118.62	\$120.64	\$122.69	\$124.77
69	Quality Specialist I	\$ 56.19	\$57.15	\$58.12	\$59.11	\$60.11
70	Quality Specialist II	\$ 69.56	\$70.74	\$71.94	\$73.17	\$74.41
71	Quality Specialist III	\$ 77.74	\$79.06	\$80.40	\$81.77	\$83.16
72	Quality Specialist IV	\$ 86.22	\$87.68	\$89.18	\$90.69	\$92.23
73	SCRUM Master I	\$ 108.39	\$110.23	\$112.11	\$114.01	\$115.95
74	SCRUM Master II	\$ 123.87	\$125.98	\$128.12	\$130.30	\$132.51



	Labor Category	Year 1	Year 2	Year 3	Year 4	Year 5
75	SCRUM Master III	\$ 137.14	\$139.48	\$141.85	\$144.26	\$146.71
76	SCRUM Master IV	\$ 149.31	\$151.85	\$154.43	\$157.06	\$159.73
77	SME I	\$ 124.77	\$126.89	\$129.04	\$131.24	\$133.47
78	SME II	\$ 166.34	\$169.17	\$172.04	\$174.97	\$177.94
79	SME III	\$ 203.74	\$207.20	\$210.72	\$214.31	\$217.95
80	SME IV	\$ 259.91	\$264.33	\$268.82	\$273.39	\$278.04
81	Scientist I	\$ 121.66	\$123.73	\$125.83	\$127.97	\$130.15
82	Scientist II	\$ 143.78	\$146.23	\$148.71	\$151.24	\$153.81
83	Scientist III	\$ 165.90	\$168.72	\$171.59	\$174.51	\$177.47
84	Scientist IV	\$ 199.08	\$202.47	\$205.91	\$209.41	\$212.97
85	Technical Writer I	\$ 59.75	\$60.77	\$61.80	\$62.85	\$63.92
86	Technical Writer II	\$ 71.66	\$72.88	\$74.12	\$75.38	\$76.66
87	Technical Writer III	\$ 87.58	\$89.06	\$90.58	\$92.12	\$93.68
88	Technical Writer IV	\$ 99.81	\$101.51	\$103.23	\$104.99	\$106.77
89	Training Specialist I	\$ 54.64	\$55.57	\$56.51	\$57.47	\$58.45
90	Training Specialist II	\$ 67.34	\$68.49	\$69.65	\$70.84	\$72.04
91	Training Specialist III	\$ 86.87	\$88.34	\$89.85	\$91.37	\$92.93
92	Training Specialist IV	\$ 104.10	\$105.87	\$107.67	\$109.50	\$111.36



JJR SOLUTIONS PROFESSIONAL SERVICES LABOR CATEGORY DESCRIPTIONS

	Labor Category	Description	Minimum Education	Minimum Years of Experience
1	Business Systems Analyst I	Reviews, analyzes, and evaluates business systems and user needs. Documents requirements, defines scope and objectives, and formulates systems to parallel overall business strategies. Familiar with relevant business and technical concepts. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. A certain degree of creativity and latitude is required.	Bachelors	0
2	Business Systems Analyst II	Reviews, analyzes, and evaluates business systems and user needs. Documents requirements, defines scope and objectives, and formulates systems to parallel overall business strategies. Familiar with relevant business and technical concepts. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. A certain degree of creativity and latitude is required.	Bachelors	3
3	Business Systems Analyst III	Reviews, analyzes, and evaluates business systems and user needs. Documents requirements, defines scope and objectives, and formulates systems to parallel overall business strategies. Familiar with relevant business and technical concepts. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. May direct and lead the work of others. A wide degree of creativity and latitude is required.	Bachelors	5
4	Business Systems Analyst IV	Reviews, analyzes, and evaluates business systems and user needs. Documents requirements, defines scope and objectives, and formulates systems to parallel overall business strategies. Familiar with relevant business and technical concepts. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. May direct and lead the work of others. A certain degree of creativity and latitude is required.	Bachelors	8



	Labor Category	Description	Minimum Education	Minimum Years of Experience
5	Business Intelligence Specialist I	Responsible for leading the strategic design and maintenance of business intelligence applications. Identifies, researches, and resolves technical problems. Ensures that the use of business intelligence applications enhances business decision making capabilities. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A certain degree of creativity and latitude is expected.	Bachelors	2
6	Business Intelligence Specialist II	Responsible for leading the strategic design and maintenance of business intelligence applications. Identifies, researches, and resolves technical problems. Ensures that the use of business intelligence applications enhances business decision making capabilities. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. Leads and directs the work of others. A certain degree of creativity and latitude is expected.	Bachelors	5
7	Business Intelligence Specialist III	Responsible for leading the strategic design and maintenance of business intelligence applications. Identifies, researches, and resolves technical problems. Ensures that the use of business intelligence applications enhances business decision making capabilities. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected.	Bachelors	8
8	Business Intelligence Specialist IV	Responsible for leading the strategic design and maintenance of business intelligence applications. Identifies, researches, and resolves technical problems. Ensures that the use of business intelligence applications enhances business decision making capabilities. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected.	Bachelors	10



	Labor Category	Description	Minimum Education	Minimum Years of Experience
9	Consultant I	Works with end user groups to identify technical solutions to business problems or inefficiencies. Evaluates existing systems and/or user needs and makes recommendations. May require certification in specific applications. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected.	Bachelors	5
10	Consultant II	Works with end user groups to identify technical solutions to business problems or inefficiencies. Evaluates existing systems and/or user needs and makes recommendations. May require certification in specific applications. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected.	Bachelors	8
11	Consultant III	Works with end user groups to identify technical solutions to business problems or inefficiencies. Evaluates existing systems and/or user needs and makes recommendations. May require certification in specific applications. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected.	Bachelors	12
12	Consultant IV	Works with end user groups to identify technical solutions to business problems or inefficiencies. Evaluates existing systems and/or user needs and makes recommendations. May require certification in specific applications. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected.	Bachelors	16



	Labor Category	Description	Minimum Education	Minimum Years of Experience
13	Configuration/Data Management Specialist I	Analyzes design changes, determines effect on end design and function, and prepares documentation necessary for change. Coordinates with customers, companies, and other stakeholders to determine a process for change reporting. Reviews released engineering change data and changes documenting activities to ensure adherence to configuration management procedures and policies. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job.	High School	0
14	Configuration/Data Management Specialist II	Analyzes design changes, determines effect on end design and function, and prepares documentation necessary for change. Coordinates with customers, companies, and other stakeholders to determine a process for change reporting. Reviews released engineering change data and changes documenting activities to ensure adherence to configuration management procedures and policies. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job.	Bachelors	3
15	Configuration/Data Management Specialist III	Analyzes design changes, determines effect on end design and function, and prepares documentation necessary for change. Coordinates with customers, companies, and other stakeholders to determine a process for change reporting. Reviews released engineering change data and changes documenting activities to ensure adherence to configuration management procedures and policies. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job.	Bachelors	5
16	Configuration/Data Management Specialist IV	Analyzes design changes, determines effect on end design and function, and prepares documentation necessary for change. Coordinates with customers, companies, and other stakeholders to determine a process for change reporting. Reviews released engineering change data and changes documenting activities to ensure adherence to configuration management procedures and policies. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job.	Bachelors	10



	Labor Category	Description	Minimum Education	Minimum Years of Experience
17	Contracts/Grants Management Specialist I	Aids and assist in all phases of the contract and grants management process. Supports price analysis and negotiation and appropriate use of funds. Documents, records, and administer related performance in accordance with the regulations and requirements. Familiar with standard concepts, practices, and procedures within the Federal marketplace. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks.	Bachelors	3
18	Contracts/Grants Management Specialist II	Aids and assist in all phases of the contract and grants management process. Supports price analysis and negotiation and appropriate use of funds. Documents, records, and administer related performance in accordance with the regulations and requirements. Familiar with standard concepts, practices, and procedures within the Federal marketplace. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks.	Bachelors	5
19	Contracts/Grants Management Specialist III	Aids and assist in all phases of the contract and grants management process. Supports price analysis and negotiation and appropriate use of funds. Documents, records, and administer related performance in accordance with the regulations and requirements. Familiar with standard concepts, practices, and procedures within the Federal marketplace. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complex tasks.	Bachelors	8
20	Contracts/Grants Management Specialist IV	Aids and assist in all phases of the contract and grants management process. Supports price analysis and negotiation and appropriate use of funds. Documents, records, and administer related performance in accordance with the regulations and requirements. Familiar with standard concepts, practices, and procedures within the Federal marketplace. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complex tasks.	Bachelors	12



	Labor Category	Description	Minimum Education	Minimum Years of Experience
21	Cost Analyst I	Performs variance analysis between actual and standard costs. Monitors, analyzes and reports on valuation, production and various other costs. Provides productivity analysis. Provides cost analysis results to assist senior management in decision making or other financial initiatives. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job.	Bachelors	3
22	Cost Analyst II	Performs variance analysis between actual and standard costs. Monitors, analyzes and reports on valuation, production and various other costs. Provides productivity analysis. Provides cost analysis results to assist senior management in decision making or other financial initiatives. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job.	Bachelors	5
23	Cost Analyst III	Performs variance analysis between actual and standard costs. Monitors, analyzes and reports on valuation, production and various other costs. Provides productivity analysis. Provides cost analysis results to assist senior management in decision making or other financial initiatives. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job.	Bachelors	8
24	Cost Analyst IV	Performs variance analysis between actual and standard costs. Monitors, analyzes and reports on valuation, production and various other costs. Provides productivity analysis. Provides cost analysis results to assist senior management in decision making or other financial initiatives. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job.	Bachelors	12



	Labor Category	Description	Minimum Education	Minimum Years of Experience
25	Cybersecurity Specialist I	Recognizes vulnerabilities, identifies problems, implements improvements to protects business systems. Responsible for maintaining and upgrading system security. Keeps system users informed of system status and trained on security protocols. Follows organizational standards to maintain quality services. Familiar with a variety of the field's concepts, practices, and procedures. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks.	Bachelors	3
26	Cybersecurity Specialist II	Recognizes vulnerabilities, identifies problems, implements improvements to protects business systems. Responsible for maintaining and upgrading system security. Keeps system users informed of system status and trained on security protocols. Follows organizational standards to maintain quality services. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks.	Bachelors	6
27	Cybersecurity Specialist III	Recognizes vulnerabilities, identifies problems, implements improvements to protects business systems. Responsible for maintaining and upgrading system security. Keeps system users informed of system status and trained on security protocols. Follows organizational standards to maintain quality services. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complex tasks.	Bachelors	8
28	Cybersecurity Specialist IV	Recognizes vulnerabilities, identifies problems, implements improvements to protects business systems. Responsible for maintaining and upgrading system security. Keeps system users informed of system status and trained on security protocols. Follows organizational standards to maintain quality services. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. May lead and direct the work of others.	Bachelors	10



	Labor Category	Description	Minimum Education	Minimum Years of Experience
29	Data Analyst I	Interprets results using a variety of techniques, ranging from simple data aggregation via statistical analysis to complex data mining independently. Designs, develops, implements and maintains business solutions. Works with main clients and project and business leaders to identify analytical requirements. Familiar with a variety of the field's concepts, practices, and procedures. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks.	Bachelors	1
30	Data Analyst II	Interprets results using a variety of techniques, ranging from simple data aggregation via statistical analysis to complex data mining independently. Designs, develops, implements and maintains business solutions. Works with main clients and project and business leaders to identify analytical requirements. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. A certain degree of creativity and latitude is expected.	Bachelors	3
31	Data Analyst III	Interprets results using a variety of techniques, ranging from simple data aggregation via statistical analysis to complex data mining independently. Designs, develops, implements and maintains business solutions. Works with main clients and project and business leaders to identify analytical requirements. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected.	Bachelors	6
32	Data Analyst IV	Interprets results using a variety of techniques, ranging from simple data aggregation via statistical analysis to complex data mining independently. Designs, develops, implements and maintains business solutions. Works with main clients and project and business leaders to identify analytical requirements. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected.	Bachelors	8



	Labor Category	Description	Minimum Education	Minimum Years of Experience
33	Decision Support Specialist I	Establishes data accuracy and validity derived from a variety of systems. Performs data analysis using statistical techniques. Assists in the preparation and delivery of decision support reports to both internal and external customers. Familiar with standard concepts, practices, and procedures within the related field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. A certain degree of creativity and latitude is required.	Bachelors	1
34	Decision Support Specialist II	Establishes data accuracy and validity derived from a variety of systems. Performs data analysis using statistical techniques. Assists in the preparation and delivery of decision support reports to both internal and external customers. Familiar with standard concepts, practices, and procedures within the related field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. A certain degree of creativity and latitude is required.	Bachelors	3
35	Decision Support Specialist III	Establishes data accuracy and validity derived from a variety of systems. Performs data analysis using statistical techniques. Assists in the preparation and delivery of decision support reports to both internal and external customers. Familiar with standard concepts, practices, and procedures within the related field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. A wide degree of creativity and latitude is required.	Bachelors	5
36	Decision Support Specialist IV	Establishes data accuracy and validity derived from a variety of systems. Performs data analysis using statistical techniques. Assists in the preparation and delivery of decision support reports to both internal and external customers. Familiar with standard concepts, practices, and procedures within the related field. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. A wide degree of creativity and latitude is required.	Bachelors	7



	Labor Category	Description	Minimum Education	Minimum Years of Experience
37	Engineer I	Responsible for design, development, implementation, and analysis of technical solutions and systems. Performs engineering design evaluations. May develop a range of solutions. Recommends alterations to development and design to improve quality of solutions and/or procedures. Familiar with a variety of the field's concepts, practices, and procedures. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. A certain degree of creativity and latitude is expected.	Bachelors	3
38	Engineer II	Responsible for design, development, implementation, and analysis of technical solutions and systems. Performs engineering design evaluations. May develop a range of solutions. Recommends alterations to development and design to improve quality of solutions and/or procedures. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A certain degree of creativity and latitude is expected.	Bachelors	5
39	Engineer III	Responsible for design, development, implementation, and analysis of technical solutions and systems. Performs engineering design evaluations. May develop a range of solutions. Recommends alterations to development and design to improve quality of solutions and/or procedures. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.	Bachelors	8
40	Engineer IV	Responsible for design, development, implementation, and analysis of technical solutions and systems. Performs engineering design evaluations. May develop a range of solutions. Recommends alterations to development and design to improve quality of solutions and/or procedures. Familiar with a variety of the field's concepts, practices, and procedures. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. A certain degree of creativity and latitude is expected.	Bachelors	12



	Labor Category	Description	Minimum Education	Minimum Years of Experience
41	Financial Analyst I	Compiles and analyzes financial information for an organization. Develops integrated revenue/expense analyses, projections, reports, and presentations. Creates and analyzes monthly, quarterly, and annual reports and ensures financial information has been recorded accurately. Identifies trends and developments in competitive environments and presents findings to senior management. Performs financial forecasting and reconciliation of internal accounts. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. A certain degree of creativity and latitude is expected.	Bachelors	3
42	Financial Analyst II	Compiles and analyzes financial information for an organization. Develops integrated revenue/expense analyses, projections, reports, and presentations. Creates and analyzes monthly, quarterly, and annual reports and ensures financial information has been recorded accurately. Identifies trends and developments in competitive environments and presents findings to senior management. Performs financial forecasting and reconciliation of internal accounts. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.	Bachelors	5
43	Financial Analyst III	Compiles and analyzes financial information for an organization. Develops integrated revenue/expense analyses, projections, reports, and presentations. Creates and analyzes monthly, quarterly, and annual reports and ensures financial information has been recorded accurately. Identifies trends and developments in competitive environments and presents findings to senior management. Performs financial forecasting and reconciliation of internal accounts. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.	Bachelors	8



	Labor Category	Description	Minimum Education	Minimum Years of Experience
44	Financial Analyst IV	Compiles and analyzes financial information for an organization. Develops integrated revenue/expense analyses, projections, reports, and presentations. Creates and analyzes monthly, quarterly, and annual reports and ensures financial information has been recorded accurately. Identifies trends and developments in competitive environments and presents findings to senior management. Performs financial forecasting and reconciliation of internal accounts. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. May lead and direct the work of others.	Bachelors	12
45	Logistics Management Specialist I	Enhances workflow by analyzing and developing logistics plans that affect production, distribution, and inventory. Creates and reviews procedures for distribution and inventory management to maximize customer satisfaction and minimize cost. Familiar with a variety of the field's concepts, practices, and procedures. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. A certain degree of creativity and latitude is expected.	Bachelors	2
46	Logistics Management Specialist II	Enhances workflow by analyzing and developing logistics plans that affect production, distribution, and inventory. Creates and reviews procedures for distribution and inventory management to maximize customer satisfaction and minimize cost. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. A certain degree of creativity and latitude is expected.	Bachelors	4
47	Logistics Management Specialist III	Enhances workflow by analyzing and developing logistics plans that affect production, distribution, and inventory. Creates and reviews procedures for distribution and inventory management to maximize customer satisfaction and minimize cost. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.	Bachelors	7



	Labor Category	Description	Minimum Education	Minimum Years of Experience
48	Logistics Management Specialist IV	Enhances workflow by analyzing and developing logistics plans that affect production, distribution, and inventory. Creates and reviews procedures for distribution and inventory management to maximize customer satisfaction and minimize cost. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct others. A wide degree of creativity and latitude is expected.	Bachelors	10
49	Process Engineer I	Responsible for designing and implementing processes and plans to achieve the goals of the organization. Supports operational excellence through efficient processes. Assists with continuous improvement in process, quality, and implementation. Familiar with a variety of the field's concepts, practices, and procedures. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. A certain degree of creativity and latitude is expected.	Bachelors	1
50	Process Engineer II	Responsible for designing and implementing processes and plans to achieve the goals of the organization. Supports operational excellence through efficient processes. Assists with continuous improvement in process, quality, and implementation. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. A certain degree of creativity and latitude is expected.	Bachelors	3
51	Process Engineer III	Responsible for designing and implementing processes and plans to achieve the goals of the organization. Supports operational excellence through efficient processes. Assists with continuous improvement in process, quality, and implementation. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.	Bachelors	6



	Labor Category	Description	Minimum Education	Minimum Years of Experience
52	Process Engineer IV	Responsible for designing and implementing processes and plans to achieve the goals of the organization. Supports operational excellence through efficient processes. Assists with continuous improvement in process, quality, and implementation. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.	Bachelors	10
53	Project Support Specialist I	Plans and coordinates project scheduling, budgeting, and project operational tasks. Supports the project by facilitating project logistics such as meetings, conference rooms, conference calls, etc. Assists in development of presentations. Familiar with a variety of the field's concepts, practices, and procedures. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks.	Bachelors	0
54	Project Support Specialist II	Plans and coordinates project scheduling, budgeting, and project operational tasks. Supports the project by facilitating project logistics such as meetings, conference rooms, conference calls, etc. Assists in development of presentations. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks.	Bachelors	3
55	Project Support Specialist III	Plans and coordinates project scheduling, budgeting, and project operational tasks. Supports the project by facilitating project logistics such as meetings, conference rooms, conference calls, etc. Assists in development of presentations. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks.	Bachelors	7
56	Project Support Specialist IV	Plans and coordinates project scheduling, budgeting, and project operational tasks. Supports the project by facilitating project logistics such as meetings, conference rooms, conference calls, etc. Assists in development of presentations. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. May lead or direct work of others. Performs a variety of complicated tasks.	Bachelors	10



	Labor Category	Description	Minimum Education	Minimum Years of Experience
57	Project Manager I	Responsible for the coordination and completion of projects. Oversees all aspects of projects. Sets deadlines, assigns responsibilities, and monitors and summarizes progress of project. Prepares reports for upper management regarding status of project. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department	Bachelors	3
58	Project Manager II	Responsible for the coordination and completion of projects. Oversees all aspects of projects. Sets deadlines, assigns responsibilities, and monitors and summarizes progress of project. Prepares reports for upper management regarding status of project. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department	Bachelors	5
59	Project Manager III	Responsible for the coordination and completion of projects. Oversees all aspects of projects. Sets deadlines, assigns responsibilities, and monitors and summarizes progress of project. Prepares reports for upper management regarding status of project. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department	Bachelors	10
60	Project Manager IV	Responsible for the coordination and completion of projects. Oversees all aspects of projects. Sets deadlines, assigns responsibilities, and monitors and summarizes progress of project. Prepares reports for upper management regarding status of project. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department	Bachelors	16



	Labor Category	Description	Minimum Education	Minimum Years of Experience
61	Program Manager I	Coordinates and monitors the scheduling, pricing, and technical performance of company programs. Responsibilities also include aiding in the negotiation of contracts and contractual changes and coordinating preparations of proposals, plans, specifications, and financial conditions of contracts. Develops new business and expands product line. Ensures adherence to master plans and schedules, develops solutions to program problems, and directs work of incumbents assigned to program from various departments. Ensures projects are completed on time and within budget. Acts as advisor to program team regarding projects, tasks, and operations. Familiar with standard concepts, practices, and procedures within a particular field. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. A certain degree of creativity and latitude is required.	Bachelors	8
62	Program Manager II	Coordinates and monitors the scheduling, pricing, and technical performance of company programs. Responsibilities also include aiding in the negotiation of contracts and contractual changes and coordinating preparations of proposals, plans, specifications, and financial conditions of contracts. Develops new business and expands product line. Ensures adherence to master plans and schedules, develops solutions to program problems, and directs work of incumbents assigned to program from various departments. Ensures projects are completed on time and within budget. Acts as advisor to program team regarding projects, tasks, and operations. Familiar with standard concepts, practices, and procedures within a particular field. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. A certain degree of creativity and latitude is required.	Bachelors	12



	Labor Category	Description	Minimum Education	Minimum Years of Experience
63	Program Manager III	Coordinates and monitors the scheduling, pricing, and technical performance of company programs. Responsibilities also include aiding in the negotiation of contracts and contractual changes and coordinating preparations of proposals, plans, specifications, and financial conditions of contracts. Develops new business and expands product line. Ensures adherence to master plans and schedules, develops solutions to program problems, and directs work of incumbents assigned to program from various departments. Ensures projects are completed on time and within budget. Acts as advisor to program team regarding projects, tasks, and operations. Familiar with standard concepts, practices, and procedures within a particular field. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. A certain degree of creativity and latitude is required.	Bachelors	16
64	Program Manager IV	Coordinates and monitors the scheduling, pricing, and technical performance of company programs. Responsibilities also include aiding in the negotiation of contracts and contractual changes and coordinating preparations of proposals, plans, specifications, and financial conditions of contracts. Develops new business and expands product line. Ensures adherence to master plans and schedules, develops solutions to program problems, and directs work of incumbents assigned to program from various departments. Ensures projects are completed on time and within budget. Acts as advisor to program team regarding projects, tasks, and operations. Familiar with standard concepts, practices, and procedures within a particular field. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. A certain degree of creativity and latitude is required.	Bachelors	20
65	Project Scheduler I	Plans and establishes project schedules. Monitors inventories, tracks progress, and reviews factors which affect schedules. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. A certain degree of creativity and latitude is required	Bachelors	2



	Labor Category	Description	Minimum Education	Minimum Years of Experience
66	Project Scheduler II	Plans and establishes project schedules. Monitors inventories, tracks progress, and reviews factors which affect schedules. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. A certain degree of creativity and latitude is required	Bachelors	4
67	Project Scheduler III	Plans and establishes project schedules. Monitors inventories, tracks progress, and reviews factors which affect schedules. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. A wide degree of creativity and latitude is required	Bachelors	6
68	Project Scheduler IV	Plans and establishes project schedules. Monitors inventories, tracks progress, and reviews factors which affect schedules. Familiar with standard concepts, practices, and procedures within a particular field. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. A wide degree of creativity and latitude is required	Bachelors	10
69	Quality Specialist I	Responsible for all activities involving quality assurance and compliance with applicable regulatory requirements; conducts audits and reviews/analyzes data and documentation. Familiar with a variety of the field's concepts, practices, and procedures. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.	Bachelors	2
70	Quality Specialist II	Responsible for all activities involving quality assurance and compliance with applicable regulatory requirements; conducts audits and reviews/analyzes data and documentation. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.	Bachelors	5



	Labor Category	Description	Minimum Education	Minimum Years of Experience
71	Quality Specialist III	Responsible for all activities involving quality assurance and compliance with applicable regulatory requirements; conducts audits and reviews/analyzes data and documentation. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.	Bachelors	8
72	Quality Specialist IV	Responsible for all activities involving quality assurance and compliance with applicable regulatory requirements; conducts audits and reviews/analyzes data and documentation. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.	Bachelors	12
73	SCRUM Master I	Apply knowledge of agile development practices and related concepts, practices, and procedures. Assist clients and teams with early involvement, supports methodology adoption, and coaches teams throughout each cycle. SCRUM certification is required. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. May lead and direct the work of others.	Bachelors	3
74	SCRUM Master II	Apply knowledge of agile development practices and related concepts, practices, and procedures. Assist clients and teams with early involvement, supports methodology adoption, and coaches teams throughout each cycle. SCRUM certification is required. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. May lead and direct the work of others.	Bachelors	5
75	SCRUM Master III	Apply knowledge of agile development practices and related concepts, practices, and procedures. Assist clients and teams with early involvement, supports methodology adoption, and coaches teams throughout each cycle. SCRUM certification is required. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. May lead and direct the work of others.	Bachelors	10



	Labor Category	Description	Minimum Education	Minimum Years of Experience
76	SCRUM Master IV	Apply knowledge of agile development practices and related concepts, practices, and procedures. Assist clients and teams with early involvement, supports methodology adoption, and coaches teams throughout each cycle. SCRUM certification is required. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. May lead and direct the work of others.	Bachelors	16
77	SME I	Serves as an expert in a specific area. Responsible for the assess and resolution of critical issues. Develops advanced methods, theories, and technique in the investigation and solution of complex issues. Provides counsel in dev eloping programs and implementation solutions. Relies on extensive experienced and judgement to plan and accomplish goals. Expert in the field's concepts, practices, and procedures.	Masters	10
78	SME II	Serves as an expert in a specific area. Responsible for the assess and resolution of critical issues. Develops advanced methods, theories, and technique in the investigation and solution of complex issues. Provides counsel in dev eloping programs and implementation solutions. Relies on extensive experienced and judgement to plan and accomplish goals. Expert in the field's concepts, practices, and procedures.	Masters	15
79	SME III	Serves as an expert in a specific area. Responsible for the assess and resolution of critical issues. Develops advanced methods, theories, and technique in the investigation and solution of complex issues. Provides counsel in developing programs and implementation solutions. Relies on extensive experienced and judgement to plan and accomplish goals. Expert in the field's concepts, practices, and procedures.	Masters	20
80	SME IV	Serves as an expert in a specific area. Responsible for the assess and resolution of critical issues. Develops advanced methods, theories, and technique in the investigation and solution of complex issues. Provides counsel in dev eloping programs and implementation solutions. Relies on extensive experienced and judgement to plan and accomplish goals. Expert in the field's concepts, practices, and procedures.	Masters	25



	Labor Category	Description	Minimum Education	Minimum Years of Experience
81	Scientist I	Plans and conduct technical aspects of various project phases. Conducts complex investigations and tests. May be responsible for planning and executing research. Responsible for continual review and assessment of project relevant practices and solutions. May contribute scientific studies, analysis, and other literature. Advanced knowledge in the field's concepts, practices, and procedures is required.	Masters	5
82	Scientist II	Plans and conduct technical aspects of various project phases. Conducts complex investigations and tests. May be responsible for planning and executing research. Responsible for continual review and assessment of project relevant practices and solutions. May contribute scientific studies, analysis, and other literature. Advanced knowledge in the field's concepts, practices, and procedures is required.	Masters	8
83	Scientist III	Plans and conduct technical aspects of various project phases. Conducts complex investigations and tests. May be responsible for planning and executing research. Responsible for continual review and assessment of project relevant practices and solutions. May contribute scientific studies, analysis, and other literature. Advanced knowledge in the field's concepts, practices, and procedures is required.	PhD	12
84	Scientist IV	Plans and conduct technical aspects of various project phases. Conducts complex investigations and tests. May be responsible for planning and executing research. Responsible for continual review and assessment of project relevant practices and solutions. May contribute scientific studies, analysis, and other literature. Advanced knowledge in the field's concepts, practices, and procedures is required.	PhD	16
85	Technical Writer I	Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document. Familiar with a variety of the field's concepts, practices, and procedures. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. A certain degree of creativity and latitude is expected.	Bachelors	0



	Labor Category	Description	Minimum Education	Minimum Years of Experience
86	Technical Writer II	Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. A certain degree of creativity and latitude is expected.	Bachelors	3
87	Technical Writer III	Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. A wide degree of creativity and latitude is expected.	Bachelors	8
88	Technical Writer IV	Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected.	Bachelors	12
89	Training Specialist I	Designs and conducts organizational training programs. Monitors and reports the effectiveness of training of system users. May be involved in initial plan design and existing plan enhancements. Familiar with a variety of the field's concepts, practices, and procedures. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. A certain degree of creativity and latitude is expected.	Bachelors	2
90	Training Specialist II	Designs and conducts organizational training programs. Monitors and reports the effectiveness of training of system users. May be involved in initial plan design and existing plan enhancements. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A certain degree of creativity and latitude is expected.	Bachelors	5
	Labor Category	Description	Minimum Education	Minimum Years of Experience



91	Training Specialist III	Designs and conducts organizational training programs. Monitors and reports the effectiveness of training of system users. May be involved in initial plan design and existing plan enhancements. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.	Bachelors	8
92	Training Specialist IV	Designs and conducts organizational training programs. Monitors and reports the effectiveness of training of system users. May be involved in initial plan design and existing plan enhancements. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected.	Bachelors	10