

## GENERAL SERVICES ADMINISTRATION

### **Federal Supply Service** *Authorized Federal Supply Schedule Price List*

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!®, a menu-driven database system. The INTERNET address GSA Advantage!® is: [GSAAdvantage.gov](http://GSAAdvantage.gov).

**Schedule for – Multiple Award Schedule**

**Federal Supply Group: Professional Services**

**Class(es)/Product code(s) and/or Service Codes: R425, R499, D399**

**Contract Number: GS-00F-178CA**

**For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at [fss.gsa.gov](http://fss.gsa.gov).**

**Contract Period: Option Period One 19 June 2020 – 18 June 2025**

**Contractor:** Sabre Systems, Inc.  
865 Easton Road, Suite 300  
Warrington, PA 18976 1877

**Business Size:** Other than Small Business

In accordance with 13 C.F.R. 121.404, the Contractor is ineligible to participate in any RFQ that is set aside for small business where the subject contract's awarded size status for the preponderance NAICS designated in the RFQ is "other than small".

**Telephone:** (215) 957-5222  
**Extension:** 1458  
**FAX Number:** (215) 343-1003  
**Web Site:** [www.sabresystems.com](http://www.sabresystems.com)  
**E-mail:** [contracts@sabresystems.com](mailto:contracts@sabresystems.com)  
**Contract Administration:** Jeannine Roso

Pricelist is current through Modification # PS-0018 effective 6/24/2020.

**CUSTOMER INFORMATION:**

**1a. Table of Awarded Special Item Number(s) with appropriate cross-reference to page numbers:**

SIN	Recovery	SIN Description	Page
541611	541611RC	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services	3
541330ENG	541330ENGR	Engineering Services	4
541380	541380RC	Testing Laboratories	4
541420	541420RC	Engineering System Design and Integration Services	4
541715	541715RC	Engineering Research and Development and Strategic Planning	4

54151S	54151SRC	Information Technology Professional Services	6
OLM	OLM RC	Order Level Materials (OLMs)	

- 1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract: Not Applicable.
- 1c. Descriptions of all corresponding commercial job titles with experience, functional responsibility and education are provided beginning on page 3.
- 2. **Maximum Order:** \$1,000,000.00
- 3. **Minimum Order:** \$100.00
- 4. **Geographic Coverage (delivery Area):** Worldwide
- 5. **Point(s) of production (city, county, and state or foreign country):** Same as company address
- 6. **Discount from list prices or statement of net price:** Government net prices (discounts already deducted).
- 7. **Quantity discounts:** None Offered
- 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.
- 9a. **Notification that Government purchase cards are accepted up to the micro-purchase threshold:** Yes
- 9b. **Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** will accept
- 10. **Foreign items (list items by country of origin):** None
- 11a. **Time of Delivery (Contractor insert number of days):** Sabre Systems, Inc. shall deliver or perform services in accordance with the terms negotiated in an agency's order.
- 11b. **Expedited Delivery:** Consult with Contractor
- 11c. **Overnight and 2-day delivery:** Consult with Contractor
- 11d. **Urgent Requirements:** Consult with Contractor
- 12. **F.O.B Points(s):** Destination
- 13a. **Ordering Address(es):** Same as Contractor
- 13b. **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.
- 14. **Payment address(es):** Same as company address
- 15. **Warranty provision:** Contractor's standard commercial warranty.
- 16. **Export Packing Charges (if applicable):** N/A

17. **Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):** Consult with Contractor
18. **Terms and conditions of rental, maintenance, and repair (if applicable):** N/A
19. **Terms and conditions of installation (if applicable):** N/A
20. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A
- 20a. **Terms and conditions for any other services (if applicable):** N/A
21. **List of service and distribution points (if applicable):** N/A
22. **List of participating dealers (if applicable):** N/A
23. **Preventive maintenance (if applicable):** N/A
- 24a. **Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:** N/A
- 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/). Please refer to contractor's website at: <http://www.sabresystems.com/contracts>.**
25. **Data Universal Numbering System (DUNS) number:** 601242910
26. **Notification regarding registration in the System for Award Management (SAM) at <http://www.sam.gov> database:** Registered
27. **Final Pricing:**

Economic Price Adjustment-FSS Multiple Award Schedule Contracts.

Below is the hourly pricing for the labor categories awarded under SIN 541611 Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services. All prices include the 0.75% IFF.

SIN	Labor Category	Contract Option Period 1				
		Year 6 6/24/2020 to 6/18/2021	Year 7 6/29/2021 to 6/18/2022	Year 8 6/19/2022 to 6/18/2023	Year 9 6/19/2023 to 6/18/2024	Year 10 6/19/2024 to 6/18/2025
541611	Task Manager	\$111.11	\$114.19	\$117.35	\$120.60	\$123.94
541611	Senior Project Administrator	\$99.88	\$102.65	\$105.49	\$108.42	\$111.42
541611	Project Administrator	\$84.05	\$86.38	\$88.77	\$91.23	\$93.76
541611	Associate Project Administrator	\$69.39	\$71.31	\$73.28	\$75.31	\$77.40
541611	Analyst V	\$111.94	\$115.04	\$118.23	\$121.50	\$124.87
541611	Analyst IV	\$91.75	\$94.29	\$96.90	\$99.58	\$102.34
541611	Analyst III	\$79.60	\$81.81	\$84.08	\$86.40	\$88.80

541611	Analyst II	\$72.72	\$74.73	\$76.80	\$78.93	\$81.12
541611	Analyst I	\$59.62	\$61.27	\$62.97	\$64.71	\$66.50
541611	Administrative Assistant	\$54.90	\$56.42	\$57.98	\$59.59	\$61.24
541611	Junior Administrative Assistant	\$46.63	\$47.92	\$49.24	\$50.61	\$52.01

Below is the hourly pricing for the labor categories awarded under SINs 541330ENG Engineering Services, 541715 Engineering Research and Development and Strategic Planning, 541420 Engineering System Design and Integration Services, 541380 Testing Laboratories and 54151S Information Technology Professional Services. All prices include the 0.75% IFF.

SIN(s)	Labor Category	Contract Option Period 1				
		Year 6 6/24/2020 to 6/18/2021	Year 7 6/29/2021 to 6/18/2022	Year 8 6/19/2022 to 6/18/2023	Year 9 6/19/2023 to 6/18/2024	Year 10 6/19/2024 to 6/18/2025
541330ENG, 541380, 541420, 541611, 541715	Senior Program Manager	\$159.47	\$163.89	\$168.43	\$173.09	\$177.89
541330ENG, 541380, 541420, 541611, 541715	Program Manager	\$144.81	\$148.82	\$152.95	\$157.18	\$161.54
541330ENG, 541380, 541420, 541715	Technical Expert	\$210.68	\$216.51	\$222.51	\$228.68	\$235.01
541330ENG, 541380, 541420, 541715	Principal Systems Engineer	\$190.42	\$195.70	\$201.12	\$206.69	\$212.41
541330ENG, 541380, 541420, 541715	Senior Systems Engineer	\$179.74	\$184.72	\$189.84	\$195.10	\$200.50
541330ENG, 541380, 541420, 541715	Systems Engineer	\$125.21	\$128.68	\$132.25	\$135.91	\$139.68
541330ENG, 541380, 541420, 541715	Engineer V	\$153.88	\$158.15	\$162.53	\$167.03	\$171.66
541330ENG, 541380, 541420, 541715	Engineer IV	\$147.80	\$151.89	\$156.10	\$160.42	\$164.87
541330ENG, 541380, 541420, 541715	Engineer III	\$141.72	\$145.65	\$149.68	\$153.83	\$158.09
541330ENG, 541380, 541420, 541715	Engineer II	\$98.71	\$101.44	\$104.25	\$107.14	\$110.11
541330ENG, 541380, 541420, 541715	Engineer I	\$76.25	\$78.36	\$80.53	\$82.76	\$85.05

541330ENG, 541380, 541420, 541715	Principal Business Process/Re-Eng. Spec.	\$170.46	\$175.18	\$180.04	\$185.02	\$190.15
541330ENG, 541380, 541420, 541715	Sr. Business Process/Re-Eng. Spec.	\$154.93	\$159.22	\$163.63	\$168.16	\$172.82
541330ENG, 541380, 541420, 541715	Senior Network Engineer	\$140.82	\$144.72	\$148.72	\$152.84	\$157.08
541330ENG, 541380, 541420, 541715	Principal Systems Architect	\$204.45	\$210.11	\$215.93	\$221.92	\$228.06
541330ENG, 541380, 541420, 541715	Sr. Acquisition Specialist	\$159.84	\$164.27	\$168.82	\$173.50	\$178.30
541330ENG, 541380, 541420, 541715	Acquisition Specialist	\$103.80	\$106.67	\$109.63	\$112.67	\$115.79
541330ENG, 541380, 541420, 541715	Associate Acquisition Specialist	\$82.23	\$84.50	\$86.84	\$89.25	\$91.72
541330ENG, 541380, 541420, 541715	Senior Statistician	\$142.67	\$146.62	\$150.68	\$154.85	\$159.14
541330ENG, 541380, 541420, 541715	Statistician	\$106.27	\$109.22	\$112.24	\$115.35	\$118.55
541330ENG, 541380, 541420, 541715	Associate Statistician	\$80.10	\$82.32	\$84.60	\$86.95	\$89.35
541330ENG, 541380, 541420, 541715	Principal Logistics Analyst	\$149.54	\$153.68	\$157.94	\$162.31	\$166.81
541330ENG, 541380, 541420, 541715	Senior Logistics Analyst	\$113.57	\$116.72	\$119.95	\$123.27	\$126.69
541330ENG, 541380, 541420, 541715	Logistics Analyst	\$89.22	\$91.70	\$94.24	\$96.85	\$99.53
541330ENG, 541380, 541420, 541715	Associate Logistics Analyst	\$61.73	\$63.44	\$65.20	\$67.01	\$68.86
541330ENG, 541380, 541420, 541715	Sr. Technical Training Specialist	\$110.66	\$113.73	\$116.88	\$120.12	\$123.44
541330ENG, 541380, 541420, 541715	Technical Training Specialist	\$76.38	\$78.49	\$80.67	\$82.90	\$85.20
541330ENG, 541380, 541420, 541715	Technician VI	\$89.41	\$91.89	\$94.43	\$97.05	\$99.74

541330ENG, 541380, 541420, 541715	Technician V	\$85.25	\$87.61	\$90.04	\$92.53	\$95.10
541330ENG, 541380, 541420, 541715	Technician IV	\$81.10	\$83.35	\$85.65	\$88.03	\$90.46
541330ENG, 541380, 541420, 541715	Technician III*	\$76.93	\$79.06	\$81.25	\$83.51	\$85.82
541330ENG, 541380, 541420, 541715	Technician II*	\$64.69	\$66.49	\$68.33	\$70.22	\$72.17
541330ENG, 541380, 541420, 541715	Technician I*	\$45.62	\$46.88	\$48.18	\$49.52	\$50.89
541330ENG, 541380, 541420, 541715	Sr. Technical Writer/Editor	\$106.94	\$109.90	\$112.95	\$116.08	\$119.29
541330ENG, 541380, 541420, 541715	Technical Writer/Editor	\$64.32	\$66.11	\$67.94	\$69.82	\$71.75
541330ENG, 541380, 541420, 541715	Information Technician III	\$65.05	\$66.85	\$68.70	\$70.61	\$72.56
54151S**	Computer Specialist I	\$56.57	\$58.14	\$59.75	\$61.41	\$63.11
54151S**	Computer Specialist II	\$65.81	\$67.64	\$69.51	\$71.44	\$73.41
54151S**	Computer Specialist III	\$72.08	\$74.08	\$76.13	\$78.24	\$80.41
54151S**	Website/Graphic Design Specialist I	\$49.91	\$51.29	\$52.71	\$54.17	\$55.67
54151S**	Website/Graphic Design Specialist II	\$72.08	\$74.08	\$76.13	\$78.24	\$80.41
54151S**	Website/Graphic Design Specialist III	\$105.36	\$108.28	\$111.28	\$114.36	\$117.53
54151S**	Testing/Quality Assurance Engineer I	\$59.34	\$60.98	\$62.67	\$64.41	\$66.19
54151S**	Testing/Quality Assurance Engineer II	\$78.89	\$81.07	\$83.32	\$85.62	\$88.00

\* SCLS applicable labor categories

\*\*Note: SIN 54151S is a Complementary SIN to be used in support of SINs 541380, 541420, 541611, 541715, and 541330ENG only. Please use Schedule 70 for IT specific services (Sabre Contract Number GS-35F-366BA). For additional information visit [www.sabresystems.com](http://www.sabresystems.com).

**Service Contract Labor Standards (SCLS) Matrix:**

SCLS Eligible Labor Category	SCLS Wage Determination (WD) Equivalent Code Title	WD No.
Technician I	30081 Engineering Technician I	2015-4281
Technician II	30082 Engineering Technician II	2015-4281
Technician III	30083 Engineering Technician III	2015-4281

The Service Contract Labor Standards (SCLS) is applicable to this contract and it includes SCLS applicable labor categories. The prices for the indicated (\*) SCLS labor categories are based on the U.S. Department of Labor Wage

Determination Number(s) identified in the SCLS matrix. The prices awarded are in line with the geographic scope of the contract (i.e. nationwide).

### **GS-00F-178CA LABOR CATEGORIES**

Note: For education/years of experience equivalencies, please see GS-00F-178CA Sabre Substitution Chart for Option Period 1.

#### **Labor Category Descriptions applicable to SIN 541611:**

##### **SENIOR PROGRAM MANAGER**

**Responsibilities:** Under limited supervision, responsible for all aspects of performance (i.e., technical, contractual, administrative, financial). Consults with the customer to ensure conformity to contractual obligations, establishes and maintains technical and financial reports to show progress of projects to management and customers, organizes and assigns responsibilities to subordinates, oversees the successful completion of all assigned tasks, and assumes the initiative and provides support to marketing personnel in identifying and acquiring potential business. Provides overall direction of program activities.

**Minimum Education and Experience:** Bachelor's degree in engineering, mathematics, physics, business administration or a related field. Eight (8) years of experience providing management and technical direction to multiple projects to project personnel. Has exercised independent judgment and possesses analytical skills in solving complex and unusual technical, administrative, and managerial problems.

##### **PROGRAM MANAGER**

**Responsibilities:** Under limited supervision, responsible for all aspects of project performance (i.e., technical, contractual, administrative, financial). Manages and supervises personnel involved in all aspects of project activity, organizes and assigns responsibilities to subordinates, and oversees the successful completion of all assigned tasks. Provides overall direction for all project level activities.

**Minimum Education and Experience:** Bachelor's degree in engineering, mathematics, physics, business administration or a related field. Six (6) years of experience providing management and technical direction to project personnel. Has exercised independent judgment and possesses analytical skills in solving technical, administrative, and managerial problems.

##### **TASK MANAGER**

**Responsibilities:** Responsible for day-to-day management and operations of one or more subtasks on task orders under the guidance of the Project Manager. Plans and manages the work efforts of task team personnel; determines and monitors subtask schedules and budgets; and for ensuring compliance with all contract and task order requirements and quality standards pertaining to the task or subtask. Meets with customer personnel during work performance. Demonstrates skills in the scope of work encompassed by the task or subtask; provides technical guidance to the task team in performance of the work; and reviews the quality of all work products. Assists the Project Manager as required in managing delivery order performance.

**Minimum Education and Experience:** High School Diploma / GED and 8 years of relevant management experience; includes direct supervision of teams of professionals with expertise in designing and implementing strategic planning; program evaluation using feasibility, effectiveness, and cost-benefit analyses of organizational strategies,

policies, and programs; quality management services; process management; facilitation; work groups; survey design and implementation; outsourcing studies; and documentation.

### **SENIOR PROJECT ADMINISTRATOR**

**Responsibilities:** Directs the preparation of management plans and reports. Identifies and organizes any required research as needed. Supervises and directs project activities and schedules to aid completion of proposals, contract deliverables, task order quality reviews, briefings, and presentations. Establishes and enforces technical and quality standards for written materials. Coordinates with the project team and the Program Manager in performing the work. Analyzes, develops, and monitors administrative procedures of program for efficiency and effectiveness. Works independently of direct supervision and instruction.

**Minimum Education and Experience:** High School Diploma / GED and 8 years of relevant experience; includes experience in benchmarking and comparative analysis, strategy-based metric design, performance measurement and monitoring, design and deployment of performance management systems, and benefits management and realization.

### **PROJECT ADMINISTRATOR**

**Responsibilities:** Assists in preparation of management plans and reports. Conducts research as required. Coordinates project activities and schedules to aid completion of proposals, contract deliverables, task order quality reviews, briefings, and presentations. Serves as technical and quality editor of written materials. Coordinates with the project team and the Program Manager in performing the work. Analyzes, develops, and reviews program administrative procedures. Works with limited supervision and direction.

**Minimum Education and Experience:** High School Diploma / GED and 6 years of relevant experience; experience includes general contract and administrative experience.

### **ASSOCIATE PROJECT ADMINISTRATOR**

**Responsibilities:** Assists in preparation of management plans and reports. Conducts supervised research as required. Monitors project activities and schedules to analyze progress toward completion of proposals, contract deliverables, task order quality reviews, briefings, and presentations. Ensures that technical and quality standards of written materials are met. Coordinates with the project team and the Task Manager in performing the work. Works under supervision and direction.

**Minimum Education and Experience:** High School Diploma / GED and 2 years of relevant experience; includes general contract experience.

### **ANALYST V**

**Responsibilities:** Performs high-level analytical and operation analyses for any section of management, organization, and business improvement services. Provides special functional or technical expertise in general management, organization, and business improvement services. Provides additional forms of knowledge transfer as required. Works independently or under the general guidance of the Program Manager/Manager I/Manager II, and in coordination with the Task Manager. Provides daily supervision and direction of Analyst team. May also assist in work planning efforts. May direct the work efforts of other Staff outside the analyst team. Meets with customer and provides consultative advice in areas of expertise.

**Minimum Education and Experience:** High School Diploma / GED and 13 years of relevant experience; relevant experience includes functional analysis and analytical methods. May also include experience in the specific functional area of delivery orders, as required.

#### **ANALYST IV**

**Responsibilities:** Performs midlevel analytical and operation analyses for any section of management, organization, and business improvement services. Provides special functional or technical expertise in general management, organization, and business improvement services. Works independently or under the general guidance of the Analyst V. Can potentially provide daily supervision and direction of Analyst team and other staff outside the realm of the analyst team. Meets occasionally with customer and provides consultative advice in areas of expertise.

**Minimum Education and Experience:** High School Diploma / GED and 10 years of relevant experience; relevant experience includes functional analysis and analytical methods. May also include experience in the specific functional area of delivery orders, as required.

#### **ANALYST III**

**Responsibilities:** Performs entry and midlevel analytical and operation analyses for any section of management, organization, and business improvement services. Provides special functional or technical expertise in general management, organization, and business improvement services. Works independently or under the general guidance of the Analyst IV and Analyst V.

**Minimum Education and Experience:** High School Diploma / GED and 8 years of relevant experience; relevant experience includes functional analysis and analytical methods. May also include experience in the specific functional area of delivery orders, as required.

#### **ANALYST II**

**Responsibilities:** Performs entry analytical and operation analyses for any section of management, organization, and business improvement services and implementation consulting services. Serves primarily as fact-finder and primary document control specialist and handles multiple tasks related to management, organization, and business improvement services.

**Minimum Education and Experience:** High School Diploma / GED and 6 years of relevant experience; relevant experience includes work efforts requiring the delivery of management, organizational, and business improvement services. Relevant disciplines include strategic planning, program evaluation, quality management services, process management, facilitation, work groups, survey design and implementation, and outsourcing studies and documentation.

#### **ANALYST I**

**Responsibilities:** Performs entry analytical and operation analyses for any section of management, organization, and business improvement services and implementation consulting services. Serves primarily as fact-finder and primary document control specialist.

**Minimum Education and Experience:** High School Diploma / GED and 4 years of relevant experience; relevant experience may include work efforts requiring the delivery of management, organizational, and business improvement services.

#### **ADMINISTRATIVE ASSISTANT**

**Responsibilities:** Uses subject-matter knowledge and judgment to complete assignments consisting of numerous steps that vary in nature and sequence. Typical duties include assisting in a variety of administrative matters; maintaining a wide variety of financial or other records; verifying statistical reports for accuracy and completeness; writing, editing, proofreading technical and administrative documents, and handling and adjusting complaints. May

direct lower level administrators. Handles data administration situations and conflicts which need not be brought to the attention of the supervisor. Participates in developing the work deadlines.

**Minimum Education and Experience:** High School Diploma / GED and 4 years of experience includes performing administrative tasks; providing data processing support by maintaining records; writing, editing, proofreading, receiving, or verifying documents; searching for and compiling information and data; and responding to routine data requests with standard answers.

#### **JUNIOR ADMINISTRATIVE ASSISTANT**

**Responsibilities:** Follows a few clearly detailed procedures in performing simple repetitive tasks in the same sequence. Carries out recurring administrative procedures independently. Performs data collection, data entry, writing, and editing. Generates, maintains, verifies, and distributes recurring reports. Provides development and update to text and graphic data using existing commercial applications programs on microcomputers or workstations.

**Minimum Education and Experience:** High School Diploma / GED and 0 years of experience performing data processing support by maintaining records; receiving, preparing, or verifying documents; searching for and compiling information and data; and preparing technical and administrative documents.

#### **Labor Category Descriptions applicable to SINS 541330ENG, 541380, 541420, 541611, 541715:**

#### **SENIOR PROGRAM MANAGER**

**Responsibilities:** Under limited supervision, responsible for all aspects of performance (i.e., technical, contractual, administrative, financial). Consults with the customer to ensure conformity to contractual obligations, establishes and maintains technical and financial reports to show progress of projects to management and customers, organizes and assigns responsibilities to subordinates, oversees the successful completion of all assigned tasks, and assumes the initiative and provides support to marketing personnel in identifying and acquiring potential business. Provides overall direction of program activities.

**Minimum Education and Experience:** Bachelor's degree in engineering, mathematics, physics, business administration or a related field. Eight (8) years of experience providing management and technical direction to multiple projects to project personnel. Has exercised independent judgment and possesses analytical skills in solving complex and unusual technical, administrative, and managerial problems.

#### **PROGRAM MANAGER**

**Responsibilities:** Under limited supervision, responsible for all aspects of project performance (i.e., technical, contractual, administrative, financial). Manages and supervises personnel involved in all aspects of project activity, organizes and assigns responsibilities to subordinates, and oversees the successful completion of all assigned tasks. Provides overall direction for all project level activities.

**Minimum Education and Experience:** Bachelor's degree in engineering, mathematics, physics, business administration or a related field. Six (6) years of experience providing management and technical direction to project personnel. Has exercised independent judgment and possesses analytical skills in solving technical, administrative, and managerial problems.

## **TECHNICAL EXPERT**

**Responsibilities:** The Technical Expert serves as the senior technical architect or advisor for strategies for designing and implementing large-scale, highly complex systems involving engineering, communications, and networking. He or she is knowledgeable of state-of-the-art or emerging technologies and methodologies.

**Minimum Education and Experience:** Bachelor's degree in engineering, mathematics, physics, business administration or a related field. Minimum/General Minimum Education and Experience: Fifteen (15) or more years of experience within the industry.

## **PRINCIPAL SYSTEMS ENGINEER**

**Responsibilities:** Exercises independent judgment in the performance of all duties. Provides solutions to highly unusual and extremely difficult technical, administrative, and management problems requiring a high level of analytical ability. Consults extensively with customer representatives and employees. Directs the activities of large groups of lower-level personnel.

**Minimum Education and Experience:** Bachelor's degree in engineering, mathematics, physics or a related field. Minimum/General Minimum Education and Experience: Ten (10) years of experience in independently assessing complex problems and in investigating, developing, appraising, selecting, and presenting solutions to them. Has interdisciplinary knowledge in one of the following areas: economics, engineering, physical sciences, communications, computer science, life-cycle analyses, and human behavior. Is sufficiently well versed in his/her discipline and in the business environment as to feel comfortable working with personnel at the highest levels of an organization's management.

## **SENIOR SYSTEMS ENGINEER**

**Responsibilities:** Performs and/or directs advanced systems engineering assignments. Ensures the compatibility between equipment; analyzes operational requirements and system requirements; leads design reviews; performs advanced design of large-scale components or subsystems. Coordinates the efforts of the technical support staff. Applies systems engineering principles to investigate, analyze, plan, design, develop, implement, test, or evaluate systems; reviews and prepares system engineering and technical analyses, reports, change proposals, and other technical documentation; applies system engineering experience to perform functions such as system integration, configuration management, quality assurance testing, communications, or acquisition and resource management; analyzes, designs, develops, implements, tests, or evaluates software related to engineering or functional requirements of systems and associated support systems. Reviews literature, patents, and current practices relevant to the solution of assigned projects. Collaborates with other technical personnel on feasibility studies and systems planning.

**Minimum Education and Experience:** Bachelor's degree in engineering, mathematics, physics or a related field. Eight (8) years of experience in engineering, sciences or related field. Requires experience conducting investigations of large and complex problems, and making sound recommendations relevant to the analysis and testing of systems.

## **SYSTEMS ENGINEER**

**Responsibilities:** Supports the senior systems engineer and is responsible for the systems definition design of the facilities. Performs the detailed development, investigation and assessments related to the system analysis and requirements and testing. Performs analysis of hardware specifications of complex systems to develop detailed plans; performs feasibility studies and analysis of problems for development of laboratory systems; provides internal interface descriptions of the system; and participates in requirements planning. Applies systems engineering principles to investigate, analyze, plan, design, develop, implement, test, or evaluate systems; reviews and prepares system engineering and technical analyses, reports, change proposals, and other technical documentation; applies

system engineering experience to perform functions such as system integration, configuration management, quality assurance testing, communications, or acquisition and resource management; analyzes, designs, develops, implements, tests, or evaluates software related to engineering or functional requirements of systems and associated support systems.

**Minimum Education and Experience:** Bachelor's degree in engineering, mathematics, physics or a related field. Five (5) years of experience in engineering, sciences or related field. Requires knowledge of engineering and systems equipment. Is capable of working with a variety of engineering and/or scientific descriptions and formulas.

#### **ENGINEER V**

**Responsibilities:** Apply highest degree of imaginative/creative and analytical ability to solve very complex problems. Recognized as an expert within professional societies. Make decisions that impact more than one major function. Accountable for meeting schedule and cost objectives. Serve as team leader; provides highly complex technical guidance to professional team members; accountable for end results. Lead strategic planning for project/function; participate in task forces.

**Minimum Education and Experience:** Bachelor's degree in engineering, mathematics, physics or a related field. Ten (10) years in area of specialization; thorough knowledge of related activities.

#### **ENGINEER IV**

**Responsibilities:** Apply unusually high degree of creative/analytical ability to solve very complex problems. Recognized as an authority in field. Make decisions that affect a major function; significantly influence related areas. Make assignments that directly affect schedule and cost objectives for a significant system, program, or project. Serve as team leader; provide technical guidance; accountable for end results. Participate in functional planning. Present status and technical alternatives. Present at technical conferences

**Minimum Education and Experience:** Bachelor's degree in engineering, mathematics, physics or a related field. Nine (9) years professional experience in area of specialization; thorough knowledge of related activities.

#### **ENGINEER III**

**Responsibilities:** Apply high degree of investigative/creative ability to identify and solve complex problems. Submit technical reports. Make decisions that affect several teams and influence a function. Assure technical, project schedules, quality, and cost objectives are met. Contribute to the development of new concepts and improves existing techniques. Serve as project leader; provides technical guidance to team; responsible for end results. Present status and technical alternatives. Regular external contacts to exchange information/resolve problems.

**Minimum Education and Experience:** Bachelor's degree in engineering, mathematics, physics, business administration or a related field. Eight (8) years professional experience in area of specialization working knowledge of related activities.

#### **ENGINEER II**

**Responsibilities:** Apply analytical ability to understand/interpret and creatively solve moderately complex problems. Apply decisions aided by established practices, procedures, and processes. Responsible for technical results, quality, cost, and schedule of assigned tasks. Participate in project planning; provide some guidance to team members. Frequent external contacts to exchange information. Attends technical conferences.

**Minimum Education and Experience:** Bachelor's degree in engineering, mathematics, physics or a related field. Six (6) years professional experience

## **ENGINEER I**

**Responsibilities:** Works under close supervision in assessing complex problems and investigating, developing, appraising, selecting, and presenting solutions. Exercises independent judgment in the performance of his/her duties. Consults with employees and customer representatives. .

**Minimum Education and Experience:** Bachelor's degree in engineering, mathematics, physics or a related field. Minimum/General Minimum Education and Experience: Zero (0) years of experience in the gathering and interpretation of data where technical problems are somewhat complex.

## **PRINCIPAL BUSINESS PROCESS RE-ENGINEERING SPECIALIST**

**Responsibilities:** Applies process improvement and re-engineering methodologies and principles to conduct business and process modernization projects. Responsible for effective transitioning of existing project teams and the facilitation of project teams to accomplish project activities and objectives. Provide group facilitation and other forms of knowledge transfer. May be key coordinator between multiple project teams to insure enterprise-wide integration of re-engineering efforts. May provide daily supervision to subordinate staff.

**Minimum Education and Experience:** Bachelor's degree in management sciences, engineering, computer science, business or other related scientific or technical discipline. Minimum/General Minimum Education and Experience: Ten (10) years progressively more important experience in the areas of business, process, and organizational requirements analysis, of which seven (7) years must be specialized. Specialized experience may include; facilitation, training, methodology development and evaluation, process engineering across all project phases, identifying best practices, change management techniques, organizational development, logical process modeling or information system development methods and practices.

## **SENIOR BUSINESS PROCESS RE-ENGINEERING SPECIALIST**

**Responsibilities:** Applies process improvement and re-engineering methodologies and principles to conduct business and process modernization projects. Duties include activity modeling, development of modern business methods, identification of best practices, and creation/assessment of performance metrics. Provides group facilitation, interviews, training and additional forms of knowledge transfer. May be under the supervision and direction of a Principal Business Re-engineering Specialist or may work independently.

**Minimum Education and Experience:** Bachelor's degree in management sciences, engineering, computer science, business or other related scientific or technical discipline. Minimum/General Minimum Education and Experience: Seven (7) years progressively more important experience in the areas of business, process, and organizational requirements analysis, of which five (5) years must be specialized. Specialized experience may include; facilitation, training, methodology development and evaluation, process engineering across all project phases, identifying best practices, change management techniques, organizational development, logical process modeling or information system development methods and practices.

## **SENIOR NETWORK ENGINEER**

**Responsibilities:** The Senior Network Engineer analyzes requirements and designs, installs, configures, implements and supports network infrastructure, Local, and Wide Area Network operating systems, and computer data exchange requirements. He or she exercises independent judgment and initiative in conceptualizing and designing requirements for large multi-node communications systems supporting information processing. The Senior Network Engineer consults regularly with customers and non-technical sources on problems that are complex in nature and acts as task leader, as required, providing technical direction to lower level professional and technical personnel and advising superiors on issues of an advanced nature.

**Minimum Education and Experience:** Bachelor's degree in engineering, computer science, business, or other related discipline. Minimum/General Minimum Education and Experience: Eight (8) or more years of professional engineering experience.

#### **PRINCIPAL SYSTEMS ARCHITECT**

**Responsibilities:** Establishes system requirements using in the development of enterprise-wide or large scale information systems. Designs architecture to support the total requirements as well as provide for present and future cross-functional requirements and interfaces. Ensures these systems are compatible and in compliance with the standards for open systems architectures, the Open Systems Interconnection (OSI) and International Standards Organization (ISO) reference models, and profiles of standards – such as Institute of Electrical and Electronic Engineers (IEEE) Open Systems Environment (OSE) reference model – as they apply to the implementation and specification of Information Management (IM) solution of the application platform, across the application program interface (API), and the external environment/software application. Evaluates analytically and systematically problems of work-flows, organization, and planning and develops appropriate corrective action. Provides daily supervision and direction to staff.

**Minimum Education and Experience:** Bachelor's degree in engineering, computer science, business, or other related discipline. Minimum/General Minimum Education and Experience: Ten (10) years of experience, of which at least eight (8) years must be specialized. Specialized experience includes supervision of system architects, use of structured analysis, design methodologies and design tools (such as IDEF 1x, entity relationship diagrams, and other design techniques), object oriented principles, and experience with the logical and physical functional, operational, technical architecture of large and complex systems and increasing responsibilities in systems engineering.

#### **SENIOR ACQUISITION SPECIALIST**

**Responsibilities:** Under broad supervision, collects and analyzes data to provide accurate logistics technical information in support of project tasks. Uses structured logistics and analysis techniques to define logistics support requirements. Analyzes and documents support requirements and develops appropriate support data. May assist in the development and/or production of supporting documentation. Develops procedures to record and track data to facilitate internal management reviews and project activities, and ensures effective data flow on the project.

**Minimum Education and Experience:** Bachelor's degree in engineering, mathematics, physics, business administration or a related field. Eight (8) years of related experience in providing assistance in acquisition support functions, including providing assistance in acquisition support functions, including provisioning, logistics support analysis, life-cycle cost, test and evaluation, systems analysis and design, data and/or network management, support equipment, maintenance planning, and the development of technical documentation.

#### **ACQUISITION SPECIALIST**

**Responsibilities:** Under limited supervision, collects and analyzes data to provide accurate logistics technical information in support of project tasks. Uses structured logistics and analysis techniques to define logistics support requirements. Analyzes and documents support requirements and develops appropriate support data. May assist in the development and/or production of supporting documentation. Develops procedures to record and track data to facilitate internal management reviews and project activities, and ensures effective data flow on the project.

**Minimum Education and Experience:** Bachelor's degree in engineering, mathematics, physics, business administration or a related field. Six (6) years of related experience in providing assistance in acquisition support functions, including provisioning, logistics support analysis, life-cycle cost, test and evaluation, systems analysis and design, data and/or network management, support equipment, maintenance planning, and the development of technical documentation.

## **ASSOCIATE ACQUISITION SPECIALIST**

**Responsibilities:** Under close supervision, collects and analyzes data to provide accurate logistics technical information in support of project tasks. Uses structured logistics and analysis techniques to define logistics support requirements. Analyzes and documents support requirements and develops appropriate support data. May assist in the development and/or production of supporting documentation. Develops procedures to record and track data to facilitate internal management reviews and project activities, and ensures effective data flow on the project.

**Minimum Education and Experience:** Bachelor's degree in engineering, mathematics, physics, business administration or a related field. Zero (0) years of related experience in providing assistance in acquisition support functions, including provisioning, logistics support analysis, life-cycle cost, test and evaluation, systems analysis and design, data and/or network management, support equipment, maintenance planning, and the development of technical documentation.

## **SENIOR STATISTICIAN**

**Responsibilities:** Performs and/or directs advanced statistical assignments. Applies standardized mathematical formulas, principles, and methodology to technological problems in engineering and physical sciences. Analyzes raw data. Selects most practical and accurate combination and sequence of computational methods using algebra, trigonometry, geometry, vector analysis and calculus to reduce raw data to meaningful and manageable terms. Selects most economical and reliable combination of manual, mechanical, or electronic methods and equipment consistent with data reduction requirements. Modifies standard formulas to conform to method selected. Translates data into numerical values, equations, flow charts, graphs or other media. Coordinates the efforts of the technical support staff. Analyzes processed data to detect errors.

**Minimum Education and Experience:** Bachelor's degree in statistics, mathematics or a related field. Eight (8) years of experience applying standardized statistical methodology and principles to technological problems.

## **STATISTICIAN**

**Responsibilities:** Under limited supervision plans methods to collect information and develops questionnaire techniques according to survey design. Conducts surveys utilizing sampling techniques or complete enumeration bases. Evaluates reliability of source information, adjusts and weighs raw data, and organizes results into form compatible with analysis by computers or other methods. Presents numerical information by computer readouts, graphs, charts, tables, written reports or other methods. Describes sources of information, and limitations on reliability and usability. May also direct lower level Statisticians. Analyzes and interprets statistics to point out significant differences in relationships among sources of information, and prepare conclusions and forecasts based on data summaries.

**Minimum Education and Experience:** Bachelor's degree in statistics, mathematics or a related field. Six (6) years of experience performing statistician functions and overseeing the statistician staff.

## **ASSOCIATE STATISTICIAN**

**Responsibilities:** Plans methods to collect information and develops questionnaire techniques according to survey design. Conducts surveys utilizing sampling techniques or complete enumeration bases. Evaluates reliability of source information, adjusts and weighs raw data, and organizes results into form compatible with analysis by computers or other methods. Presents numerical information by computer readouts, graphs, charts, tables, written reports or other methods. Describes sources of information, and limitations on reliability and usability. Analyzes and interprets statistics to point up significant differences in relationships among sources of information, and prepare conclusions and forecasts based on data summaries. Oversees multiple statistical functions.

**Minimum Education and Experience:** Bachelor's degree in statistics, mathematics or a related field. Zero (0) years of experience in performing data collection, analyzing and interpreting numerical data from experiments, studies, surveys, and other sources and applying statistical methodology to provide information for scientific research and statistical analysis.

#### **PRINCIPAL LOGISTICS ANALYST**

**Responsibilities:** Manages highly complex logistics support and acquisition programs. Performs all aspects of project performance (i.e., technical, contractual, administrative, financial). Coordinates detailed analyses to ensure the integration of logistical support considerations into the design process. Supervises analysts involved in all aspects of project activity, organizes and assigns responsibilities to subordinates, oversees the successful completion of all assigned tasks

**Minimum Education and Experience:** Bachelor's degree in engineering, business, mathematics, computer science, or a related field. Minimum/General Minimum Education and Experience: Ten (10) years of logistics support analysis experience in independently assessing highly complex problems and in investigating, developing, appraising, selecting, and presenting solutions to them. Must be sufficiently well versed in his/her discipline and in the business environment as to feel comfortable working with personnel at the highest levels of an organization's management.

#### **SENIOR LOGISTICS ANALYST**

**Responsibilities:** Plans, develops and executes highly complex logistics support and acquisition programs. Coordinates detailed analyses to ensure the integration of logistical support considerations into the design process. Performs engineering design and specification analyses, and reviews recommended changes to engineering specifications to assess logistical impacts. Reviews engineering changes to assess cost impact, logistics requirements and technical merit.

**Minimum Education and Experience:** Bachelor's degree in engineering, business, mathematics, computer science, or a related field. Eight (8) years of work experience performing logistics support analysis.

#### **LOGISTICS ANALYST**

**Responsibilities:** Assists in the planning, development and execution of highly complex logistics support and acquisition programs. Collects and analyzes data to provide accurate logistics technical information in support of project tasks. Helps coordinate detailed analysis to ensure the integration of logistical support considerations into the design process. Performs engineering design and specification analysis, and reviews recommended changes to engineering specifications for logistical impacts. Reviews engineering changes to assess cost impact, logistics requirements and technical merit.

**Minimum Education and Experience:** Bachelor's degree in engineering, business, mathematics, computer science, or a related field. Six (6) years of work experience performing logistic support analysis.

#### **ASSOCIATE LOGISTICS ANALYST**

**Responsibilities:** Under direct supervision, assists in the accurate preparation and maintenance of stock record accounts, property registers, and source documents; assists in establishing stock control levels and determines at what point items must be requisitioned to maintain the appropriate inventory level; and assists in controlling all requisitioned items, back order, and due-in and due-out records to ensure proper procurements identification. Purchases equipment, services, and materials for contracts; acquires material bids from vendors for proposals; evaluates vendors and material prices; maintains vendor files; and writes, tracks, and expedites purchase requests/purchase orders.

**Minimum Education and Experience:** Associate's degree in related field. Zero (0) years of related experience assisting in planning, coordinating, and implementing procedures necessary to support a logistics operation. Familiarity with the principles of performing activities involving logistics support functions such as purchasing, handling, controlling, and transporting material items and other property. Maintains frequent contact with customer representatives.

#### **SR. TECHNICAL TRAINING SPECIALIST**

**Responsibilities:** Working virtually independently, individual develops and conducts training and educational programs of a complex nature related to specific customer requirements.

**Minimum Education and Experience:** Bachelor's degree in engineering, business, mathematics, computer science, or a related field. Four (4) years of related experience developing and organizing training programs.

#### **TECHNICAL TRAINING SPECIALIST**

**Responsibilities:** Under general supervision, selects or develops instructional aids, such as handouts, reference materials, or audio/visual supports. Creates teaching outlines in accordance with established guidelines, maintains records and statistical information on employee training, monitors training programs by reviewing and analyzing student course evaluations, and makes recommendations to management on course improvement and customer training needs.

**Minimum Education and Experience:** Bachelor's degree in engineering, business, mathematics, computer science, or a related field. Zero (0) years of related experience developing and conducting technical training courses. Should be familiar with the principles of creating teaching outlines in accordance with established guidelines.

#### **TECHNICIAN I**

**Responsibilities:** Performs simple routine tasks under close supervision or from detailed procedures. Assembles or installs equipment or parts requiring simple wiring, soldering, or connecting. Performs simple or routine tasks or tests such as tensile or hardness tests; operates and adjusts simple test equipment; records test data. Gathers and maintains specified records of engineering data such as tests, drawings, etc.; performs computations by substituting numbers in specified formulas; plots data and draws simple curves and graphs.

**Minimum Education and Experience:** High School Diploma / GED. Zero (0) years of experience providing semiprofessional technical support for engineers working in such areas as research, design, development, testing, or manufacturing process improvement. Some practical knowledge of science, engineering, mathematics, or computer science preferred.

#### **TECHNICIAN II**

**Responsibilities:** Performs standardized or prescribed assignments involving a sequence of related operations. Following specific instructions, assembles or constructs simple or standard equipment or parts; may service or repair simple instruments or equipment. Conducts a variety of tests using established methods. Prepares test specimens, adjusts and operates equipment, and records test data. Extracts engineering data from various prescribed but non-standardized sources; processes the data following well-defined methods; presents the data in prescribed form.

**Minimum Education and Experience:** High School Diploma / GED. Three (3) years of experience providing semiprofessional technical support for engineers working in such areas as research, design, development, testing, or manufacturing process improvement. Some practical knowledge of science, engineering, mathematics, or computer science preferred.

### TECHNICIAN III

**Responsibilities:** Performs assignments that are not completely standardized or prescribed. Constructs components, subunits, or simple models or adapts standard equipment. May troubleshoot and correct malfunctions. Conducts tests or experiments which may require minor modifications in test setups or procedures as well as subjective judgments in measurement; selects, sets up, and operates standard test equipment and records test data. Extracts and compiles a variety of engineering data from field notes, manuals, lab reports, etc.; processes data identifying errors or inconsistencies; selects methods of data presentation. Assists in design modification by compiling data related to design, specifications, and materials, which are pertinent to specific items of equipment or component parts. Develops information concerning previous operational failures and modifications.

**Minimum Education and Experience:** High School Diploma / GED. Five (5) years of experience providing semiprofessional technical support for engineers working in such areas as research, design, development, testing, or manufacturing process improvement. Some practical knowledge of science, engineering, mathematics, or computer science preferred.

### TECHNICIAN IV

**Responsibilities:** Performs non-routine assignments of substantial variety and complexity, using operational precedents, which are not fully applicable. Develops or reviews designs by extracting and analyzing a variety of engineering data. Applies conventional engineering practices to develop, prepare, or recommend schematics, designs, specifications, electrical drawings and parts lists. Constructs experimental or prototype models. Conducts tests or experiments requiring selection and adaptation or modification of a wide variety of critical test equipment and test procedures; sets up and operates equipment; records, analyzes and evaluates data, measures and records problems, and prepares test reports.

**Minimum Education and Experience:** High School Diploma / GED. Seven (7) years of experience providing semiprofessional technical support for engineers working in such areas as research, design, development, testing, or manufacturing process improvement. Some practical knowledge of science, engineering, mathematics, or computer science preferred.

### TECHNICIAN V

**Responsibilities:** Performs non-routine and complex assignments involving responsibility for planning and conducting a complete project. Selects and adapts plans, techniques, designs, or layouts. May train and be assisted by lower level technicians. Designs, develops and constructs major units, devices, or equipment; conducts tests or experiments; analyzes results and redesigns or modifies equipment to improve performance; and reports results. Analyzes technical data to determine applicability to design problems; selects design layouts; calculates design data; and prepares layouts, detailed specifications, parts lists, estimates, procedures, etc. Plans or assists in planning tests equipment performance. Determines test requirements, equipment modification, and test procedures; conducts tests using all types of instruments; analyzes and evaluates test results, and prepares reports on findings and recommendations.

**Minimum Education and Experience:** High School Diploma / GED. Nine (9) years of experience providing semiprofessional technical support for engineers working in such areas as research, design, development, testing, or manufacturing process improvement. Some practical knowledge of science, engineering, mathematics, or computer science preferred.

### TECHNICIAN VI

**Responsibilities:** Uses considerable creativity and judgment to devise approaches to resolve complex design and operational problems. Prepares designs and specifications for various complex equipment or systems. Plans

approach to solve design problems; conceives and recommends new design techniques; resolves design problems with contract personnel, and assures compatibility of design with other parts of the system. Designs and coordinates test set ups and experiments to prove or disprove the feasibility of preliminary design; uses untried and untested measurement techniques; and improves the performance of the equipment.

**Minimum Education and Experience:** High School Diploma / GED. Eleven (11) years of experience providing semiprofessional technical support for engineers working in such areas as research, design, development, testing, or manufacturing process improvement. Some practical knowledge of science, engineering, mathematics, or computer science preferred.

### **SENIOR TECHNICAL WRITER/EDITOR**

**Responsibilities:** Develops, drafts, revises and edits reports, articles, manuals, specifications, presentation materials, and other technical documents. Interprets information obtained through research or provided by technical specialists; applies knowledge of field-specific documentation content and format standards to prepare, edit, and publish technical materials. Directs other technical writers and editors.

**Minimum Education and Experience:** Bachelor's degree in English, journalism, or a related field. Four (4) years of work experience performing technical writing and editing functions.

### **TECHNICAL WRITER/EDITOR**

**Responsibilities:** Develops, drafts, revises and edits reports, articles, manuals, specifications, presentation materials, and other technical documents. Interprets information obtained through research or provided by technical specialists; applies knowledge of field-specific documentation content and format standards to prepare, edit, and publish technical materials.

**Minimum Education and Experience:** Bachelor's degree in English, journalism, or a related field. Zero (0) years of work experience performing technical writing and editing functions.

### **INFORMATION TECHNICIAN III**

**Responsibilities:** Selects appropriate methods from a wide variety of procedures or makes simple adaptations and interpretations of a limited number of substantive guides and manuals. Uses greater judgment and initiative to determine the approach or action to take in non-routine situations. Interprets and adapts guidelines. Performs data collection and database updates. Generates, verifies, and distributes reports. Provides development and update to text and graphic data using existing commercial applications programs on microcomputers or workstations.

**Minimum Education and Experience:** High School Diploma / GED. Five (5) years of experience performing information processing support by maintaining records; receiving, preparing, or verifying documents; searching for and compiling information and data; and responding to routine data requests with standard answers in direct support of engineering, managerial, acquisition or logistic functions.

## **Labor Category Descriptions applicable to SIN 54151S:**

### **COMPUTER SPECIALIST I**

**Responsibilities:** Uses established and innovative industry approaches, research and resolve or establish processes and procedures to standard computing system errors of conflicts. Familiar with related computer programming

practices, system software, equipment, hardware and languages. Installs and/or monitors computer software and system applications.

**Minimum Education and Experience:** High School Diploma/GED. Zero (0) years of experience.

### **COMPUTER SPECIALIST II**

**Responsibilities:** Uses established and innovative industry approaches, research and resolve or establish processes and procedures to more complex computing system errors of conflicts. Familiar with related computer programming practices, system software, equipment, hardware and languages. Installs and/or monitors computer software and system applications. Provides recommendations to improve the efficiency or effectiveness of relevant computer system operations or applications.

**Minimum Education and Experience:** High School Diploma/GED. Three (3) years of experience

### **COMPUTER SPECIALIST III**

**Responsibilities:** Uses established and innovative industry approaches, research and resolve or establish processes and procedures to more complex computing system errors of conflicts. Familiar with related computer programming practices, system software, equipment, hardware and languages. Installs and/or monitors computer software and system applications. Provides recommendations to improve the efficiency or effectiveness of relevant computer system operations or applications.

**Minimum Education and Experience:** Bachelor's Degree (BS). Three (3) years of experience.

### **WEBSITE/GRAPHIC DESIGN SPECIALIST I**

**Responsibilities:** Designs and creates internet applications including interactive forms. Ensures website content meets the needs of clients. Develops and maintains a strategic plan for internet presence based on client priorities, policy directions and goals. Member must be responsive and reactive in the event of an emergency or crisis relating to client website. Performs related duties and responsibilities as assigned.

**Minimum Education and Experience:** High School Diploma/GED. Three (3) years of experience

### **WEBSITE/GRAPHIC DESIGN SPECIALIST II**

**Responsibilities:** Designs and creates internet applications including interactive forms. Ensures website content meets the needs of clients. Develops and maintains a strategic plan for internet presence based on client priorities, policy directions and goals. Member must be responsive and reactive in the event of an emergency or crisis relating to client website. Performs related duties and responsibilities as assigned.

**Minimum Education and Experience:** High School Diploma/GED. Six (6) years of experience

### **WEBSITE/GRAPHIC DESIGN SPECIALIST III**

**Responsibilities:** Designs and creates internet applications including interactive forms. Ensures website content meets the needs of clients. Develops and maintains a strategic plan for internet presence based on client priorities, policy directions and goals. Member must be responsive and reactive in the event of an emergency or crisis relating to client website. Performs related duties and responsibilities as assigned.

**Minimum Education and Experience:** Bachelor's Degree (BS). Nine (9) years of experience.

### **TESTING/QUALITY ASSURANCE ENGINEER I**

**Responsibilities:** Evaluates software and associated documentation and participates in formal and informal reviews to determine information technology quality. Assists in the development of software quality assurance plans and provides technical and administrative direction for personnel performing systems development tasks. Examines and evaluates the SQA process and recommends enhancements and modifications. Coordinates with the Project Manager to ensure problem solution and user satisfaction. Develops quality assurance standards throughout project life cycle.

**Minimum Education and Experience:** High School Diploma/GED. Three (3) years of experience

### **TESTING/QUALITY ASSURANCE ENGINEER II**

**Responsibilities:** Evaluates software and associated documentation and participates in formal and informal reviews to determine information technology quality. Assists in the development of software quality assurance plans and provides technical and administrative direction for personnel performing systems development tasks. Examines and evaluates the SQA process and recommends enhancements and modifications. Coordinates with the Project Manager to ensure problem solution and user satisfaction. Develops quality assurance standards throughout project life cycle.

**Minimum Education and Experience:** High School Diploma/GED. Six (6) years of experience

### Sabre Substitution Chart for Option Period 1

Labor Category	Min Edu	Min Exp	PhD	Masters or Related Military Experience *	Bachelors or Related Military Experience *	Associate	High School
Acquisition Specialist	Bachelors	6	N/A	N/A	6	9	12
Administrative Assistant	High School	4	N/A	N/A	N/A	N/A	4
Analyst I	High School	4	N/A	N/A	N/A	N/A	4
Analyst II	High School	6	N/A	N/A	N/A	N/A	6
Analyst III	High School	8	N/A	N/A	N/A	N/A	8
Analyst IV	High School	10	N/A	N/A	N/A	N/A	10
Analyst V	High School	13	N/A	N/A	N/A	N/A	13
Associate Acquisition Specialist	Bachelors	0	N/A	N/A	0	3	6
Associate Logistics Analyst	Associates	0	N/A	N/A	N/A	0	3
Associate Project Administrator	High School	2	N/A	N/A	N/A	N/A	2
Associate Statistician	Bachelors	0	N/A	N/A	0	3	6
Computer Specialist I	High School	0	N/A	N/A	N/A	N/A	0
Computer Specialist II	High School	3	N/A	N/A	N/A	N/A	3
Computer Specialist III	Bachelors	3	N/A	N/A	3	N/A	N/A
Engineer I	Bachelors	0	N/A	N/A	0	N/A	N/A
Engineer II	Bachelors	6	N/A	N/A	6	N/A	N/A
Engineer III	Bachelors	8	N/A	N/A	8	N/A	N/A
Engineer IV	Bachelors	9	N/A	N/A	9	N/A	N/A
Engineer V	Bachelors	10	N/A	N/A	10	N/A	N/A
Information Technician III	High School	5	N/A	N/A	N/A	N/A	5
Jr. Administrative Asst	High School	0	N/A	N/A	N/A	N/A	0
Logistics Analyst	Bachelors	6	N/A	N/A	6	9	12
Principal Business Process Re-Engineering Specialist	Bachelors	10	N/A	N/A	10	13	16
Principal Logistics Analyst	Bachelors	10	N/A	N/A	10	13	16
Principal Systems Architect	Bachelors	10	N/A	N/A	10	13	16
Principal Systems Engineer	Bachelors	10	N/A	N/A	10	13	16
Program Manager	Bachelors	6	N/A	N/A	6	9	12
Project Administrator	High School	6	N/A	N/A	N/A	N/A	6

Sr. Acquisition Specialist	Bachelors	8	N/A	N/A	8	11	14
Sr. Business Process Re-Engineering Specialist	Bachelors	7	N/A	N/A	7	10	13
Sr. Logistics Analyst	Bachelors	8	N/A	N/A	8	11	14
Sr. Network Engineer	Bachelors	8	N/A	N/A	8	N/A	N/A
Sr. Program Manager	Bachelors	8	N/A	N/A	8	11	14
Sr. Project Administrator	High School	8	N/A	N/A	N/A	N/A	8
Sr. Statistician	Bachelors	8	N/A	N/A	8	11	14
Sr. Systems Engineer	Bachelors	8	N/A	N/A	8	N/A	N/A
Sr. Technical Training Specialist	Bachelors	4	N/A	N/A	4	7	10
Sr. Technical Writer/Editor	Bachelors	4	N/A	N/A	4	7	10
Statistician	Bachelors	6	N/A	N/A	6	9	12
Systems Engineer	Bachelors	5	N/A	N/A	5	N/A	N/A
Task Manager	High School	8	N/A	N/A	N/A	N/A	8
Technical Expert	Bachelors	15	N/A	N/A	15	18	21
Technical Training Specialist	Bachelors	0	N/A	N/A	0	3	6
Technical Writer/Editor	Bachelors	0	N/A	N/A	0	3	6
Technician I **	High School	0	N/A	N/A	N/A	N/A	0
Technician II **	High School	3	N/A	N/A	N/A	N/A	3
Technician III **	High School	5	N/A	N/A	N/A	N/A	5
Technician IV	High School	7	N/A	N/A	N/A	N/A	7
Technician V	High School	9	N/A	N/A	N/A	N/A	9
Technician VI	High School	11	N/A	N/A	N/A	N/A	11
Testing/Quality Assurance Engineer I	High School	3	N/A	N/A	N/A	N/A	3
Testing/Quality Assurance Engineer II	High School	6	N/A	N/A	N/A	N/A	6
Website/Graphic Design Specialist I	High School	3	N/A	N/A	N/A	N/A	3
Website/Graphic Design Specialist II	High School	6	N/A	N/A	N/A	N/A	6
Website/Graphic Design Specialist III	High School	9	N/A	N/A	N/A	N/A	9

\* Military experience in relevant field of study may be considered in lieu of education when the following criteria is met:

- if there is an honorable discharge, discharge under honorable conditions, or a general discharge
- one for one years of directly related military experience can be substituted for Bachelor's degree and Master's degree when credible military experience is experience that has equipped the employee with the

particular knowledge, skills, and abilities to perform successfully the duties of the position and is typically in or directly related to the work of the position (i.e. 4 years for Bachelors, 6 years for Masters)

\*\* Labor category is subject to SCLS Wage Determination