



GENERAL SERVICES ADMINISTRATION
Schedule 03FAC Facilities Maintenance and Management
Federal Acquisition 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 for GSA Advantage! is: <https://www.GSAAdvantage.gov>

Johnson Controls, Inc.

507 E. Michigan Street
Milwaukee, WI 53202

Phone: 1-240-683-7670
Fax: 1-240-683-7601
Email: cg-gsa-schedules@jci.com
Website: www.johnsoncontrols.com

Business Size: Large

For more information on ordering from Federal Supply Schedules, see: <http://www.gsa.gov/schedules>

Contract Number: GS-06F-0060P
Modification: PA-0021, 06/29/16

Contract Option Period 2: 7/14/14 through 7/13/19

Special Item Numbers:

- 811 002 Complete Facilities Maintenance
- 811 005 Refrigeration, Heating, Ventilation, Air Conditioner, Boiler and Chiller HVAC Maintenance
- 871 202 Energy Management Planning and Strategies
- 871 203 Training on Energy Management
- 871 204 Metering Services
- 871 205 Energy Program Support Services
- 871 206 Building Commissioning Services
- 871 207 Energy Audit Services
- 871 208 Resource Efficiency Management (REM)
- 871 209 Innovations in Renewable Energy
- 871 210 Water Conservation
- 003 97 Ancillary Repair and Alterations

Johnson Controls offers products and services that optimize energy use and improve comfort and security.

Johnson Controls is a leading full-line service provider of mechanical equipment as well as systems that control heating, ventilation, air conditioning (HVAC), lighting, security and fire management in non-residential buildings. Services include complete mechanical and electrical maintenance. We are a world leader in integrated facility management for Fortune 500 companies, managing more than one billion square feet worldwide.



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CUSTOMER INFORMATION

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| <p>1a. Special Item Number(s)</p> <p>811 002 Complete Facilities Maintenance</p> <p>811 005 Refrigeration, Heating, Ventilation, Air Conditioner, Boiler and Chiller HVAC Maintenance</p> <p>871 202 Energy Management Planning and Strategies</p> <p>871 203 Training on Energy Management</p> <p>871 204 Metering Services</p> <p>871 205 Energy Program Support Services</p> <p>871 206 Building Commissioning Services</p> <p>871 207 Energy Audit Services</p> <p>871 208 Resource Efficiency Management (REM)</p> <p>871 209 Innovations in Renewable Energy</p> <p>871 210 Water Conservation</p> <p>003 97 Ancillary Repair and Alterations</p> <p>Please refer to page 3 for full SIN descriptions.</p> <p>1b. Lowest Priced Model Number per SIN:
Please refer to page 59</p> <p>1c. Labor Categories and Hourly Rates:
Please refer to page 14</p> <p>2. Maximum Order Threshold:
All SINs - \$1,000,000 per SIN
Please note this is not a GSA enforced limitation on the value of a task order (see I-FSS-125 Requirements Exceeding the Maximum Order (Sep. 1999))</p> | <p>3. Minimum Order:
\$100</p> <p>4. Geographic Coverage (delivery area)
Worldwide</p> <p>5. Point(s) of Production:
Not Applicable</p> <p>6. Discount from List Prices:
Please contact Johnson Controls for pricing information</p> <p>7. Quantity Discounts:
None</p> <p>8. Prompt Payment Terms:
Net 30 Days</p> <p>9a. Government Purchase Cards are accepted at or below the micro-purchase threshold.</p> <p>9b. Government Purchase Cards are accepted above the micro-purchase threshold.</p> <p>10. Foreign Items:
None</p> <p>11a. Time of Delivery:
30 Days ARO</p> <p>11b. Expedited Delivery:
Please contact Johnson Controls for assistance</p> <p>11c. Overnight and 2 Day Delivery:
Please contact Johnson Controls for assistance</p> <p>11d. Urgent Requirements:
Please contact Johnson Controls for assistance</p> |
|---|---|



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

Jobsite

13a. Ordering Address:

Johnson Controls, Inc.
507 E. Michigan St.
Milwaukee, WI USA 53201
Phone: 1-240-683-7670
Fax: 1-240-683-7601
Email: cg-gsa-schedules@jci.com

13b. Ordering Procedures:

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

14. Payment Address:

Johnson Controls, Inc.
507 E. Michigan St.
Milwaukee, WI USA 53201

15. Warranty provision.

Not Applicable

16. Export Packing Charges:

Not applicable

17. Terms and Conditions of Government Purchase Card Acceptance:

Accepted, no discount.

18. Terms and Conditions of Rental, Maintenance and Repair:

Please contact Johnson Controls for assistance

19. Terms and Conditions of Installation:

Please contact Johnson Controls for assistance

20. Terms and Conditions of Repair Parts:

Please contact Johnson Controls for assistance

20a. Terms and Conditions for any Other Services:

Please contact Johnson Controls for assistance

21. List of Service and Distribution Points:

Please refer to [page 78](#) for a list of Johnson Controls area offices.

22. List of Participating Dealers:

Not Applicable

23. Preventive Maintenance:

Please contact Johnson Controls for assistance

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

Not Applicable

24b. Section 508 Compliance Information:

Not Applicable

25. Data Universal Number System (DUNS) number:

050516509

26. Contractor is registered in the System for Award Management (SAM) (formerly CCR).

SPECIAL IDENTIFICATION NUMBER (SIN) DESCRIPTIONS**811 002 Complete Facilities Maintenance**

Services related to the complete operations, maintenance and repair of military and government facilities to include green maintenance.

These services could include but are not limited to a combination of: painting; property maintenance; pest control services; grounds maintenance; landscaping; tree trimming; and snow removal; elevator inspection and maintenance services; fire alarm system preventive maintenance and repair services and fire suppression system preventive maintenance and repair services; locksmith services; laundry services; janitorial/custodial services; collection and disposal of refuse; collection and disposal of recycle materials; roofing repair (excluding complete roof replacement); plumbing and pipefitting; electrical, including high/low voltage systems and utility service; maintenance and repair of exterior electrical distribution system; paving as it relates to maintenance and repair of surface areas; telephone maintenance; support training and consulting services; cemetery maintenance; operation and maintenance of water distribution system and maintenance of the septic field; repair of water tanks; all mechanical and operations maintenance and repair of building systems; heating/ventilation/Air Conditioning (HVAC) maintenance; boiler and chiller maintenance; and maintenance of facilities, renewable energy systems, Energy Management Control Services (EMCS) and building systems to include instruments; carpentry; masonry; and refrigeration services. Special ordering procedures, which include Wage Requirements (Construction) (formerly, "Davis Bacon") wage rates and clauses apply to this SIN. Excludes Architectural Engineering Services (A and E) under "Selection of Architects and Engineers" (formerly the Brooks Act) as stated in Federal Regulation (FAR) Part 36.

811 005 Refrigeration, Heating, Ventilation, Air Conditioner, Boiler and Chiller HVAC Maintenance

Services related to providing heating and ventilation services. Service could include, but are not limited to, cleaning; air balancing; restoration and de-contamination of HVAC systems or any combination of providing plant equipment; materials; tools; transportation; supervision; labor to perform all repairs; periodic preventative maintenance (PPM); and emergency service work calls to ensure continual operations of refrigeration; heating; ventilation; air conditioner; boiler; Geothermal heat pump systems; renewable energy systems; and boiler and chiller systems.

871 202 --- Energy Management Planning and Strategies

A four-phase Comprehensive Energy Management Solution consisting of all four phases of an energy project and could pertain to a variety of energy projects that include, but are not limited to, renewable energy, sustainable energy, and energy efficient buildings certification programs such as LEED.

1. Consulting/Auditing/Energy Management Solutions - This includes the strategic planning, energy assessments e.g. feasibility, vulnerability and other detailed assessments, developing and executing of energy audits, audit plans, renewable energy surveys and energy management solutions.
2. Concept Development and Requirements Analysis - This includes the analysis of the audit results and outlined requirements to design a detailed energy management project concept.
3. Implementation and Change Management - This includes the implementation and integration of more energy efficient practices and systems and training in using them effectively.



4. Measurement and Verification - This includes the performance assessment and measurement of the effectiveness and energy efficiency of the project and can include long term monitoring, verification of savings and benchmarking.

871 203 --- Training on Energy Management

Including, but not limited to, reducing energy consumption, mitigating risk with energy systems, operating systems efficiently, making energy efficient system choices, and energy efficient buildings certification programs such as LEED.

871 204 --- Metering Services

Including, but not limited to, the installation of metering equipment and software used for the collection of data and measurement of energy consumption through electric, gas, water or steam utilities, the utilization of data to ensure energy conservation goals are being met, and allows for the measurement and tracking of the cost effectiveness of energy technology investments. This could include basic metering services, advanced metering services, maintenance, installation, removal and disposal of new or existing equipment. Security clearances such as HSPD-12 may be required.

871 205 --- Energy Program Support Services

Including, but not limited to, energy choice analysis and/or feasibility studies; billing and management oversight to include utility bill auditing; utility bill data base set up and management; reporting; bill itemization and allocation; bill payment and assistance in preparing energy services related agency statements of work. Energy efficient buildings certification programs such as LEED may be included.

871 206 --- Building Commissioning Services

Including, but not limited to, comprehensive building commissioning services on new construction, major modernization projects, and existing energy consuming buildings and facilities designed to ensure the building systems are designed and built to operate as efficiently as possible. This includes re-commissioning and retro-commissioning services. Energy efficient buildings certification programs such as LEED may be included.

871 207 --- Energy Audit Services

Including, but not limited to, developing, executing, and reporting on audit plans and/or performing energy and water audit services. Energy audits may range from cursory to comprehensive. Including, but not limited to data collection, data analysis, benchmarking with tools such as Energy Star, and written recommendations of suggested upgrades of electrical and mechanical infrastructure, including their impact on energy consumption and pollution can include recommendations for using alternative Energy Sources. Audit services can include computerized control systems using analytical software and a network of electronic devices to assist Federal agencies with achieving energy conservation goals. Energy efficient buildings certification programs such as LEED may be included.

871 208 --- Resource Efficiency Management (REM)

This service involves the utilization of an on-site Resource Efficiency Manager or advocate to assist federal agencies with sustainability initiatives/improvements. These advocates shall work on-site at federal facilities. REM contracts are typically one year long with an option to renew for two or three years. Services could include, but are not limited to, energy usage assessments, providing



recommendations on possible steps to improve energy efficiency, progress tracking on sustainability improvements, reporting, etc. Energy efficient buildings certification programs such as LEED may be included.

871 209 --- Innovations in Renewable Energy

Innovative approaches to renewable energy. These might include, but are not limited to, new developments or improvements in providing renewable energy and managing energy through biomass conversion, solar energy, fuel cells, geothermal energy, hydropower (tidal power, wave power, tidal stream power, waterwheels, and hydro electricity), wind power or other sources, and the maintenance of renewable energy systems. These approaches should be capable of providing renewable and/or sustainable energy and sustainability services that are more carbon-neutral, thereby lessening dependence on traditional non-renewable, fossil fuel sources of energy such as coal, oil, natural gas and propane.

871 210 --- Water Conservation

Services and consulting related to the reduction of water usage, reduction of potable water consumption intensity, reduction of industrial, landscaping and agricultural water consumption, promoting, and implementing water reuse strategies, recycling of water for multiple purposes, retention of water, improvement of water quality and water flow. Also includes consulting on storm water run-off and property hydrology maintenance and restoration. These services can include, but are not limited to, consultation, facility water audits, water balance, and water system analysis.

003 97 Ancillary Repair and Alterations

Repair and Alterations ancillary to existing SINs under this Schedule. Ancillary Repair and Alterations projects are those (1) solely associated with the repair, alternation, delivery or installation of products or services also purchased under this Schedule, and which are (2) routine and non-complex in nature, such as routine painting or carpeting, simple hanging of drywall, basic electrical or plumbing work, landscaping, and similar noncomplex services.

This SIN EXCLUDES: (1) major or new construction of buildings, roads, parking lots and other facilities; (2) complex R&A of entire facilities or significant portions of facilities, and (3) Architect-Engineering Services subject to Public Law 92-582 ("Selection of Architects and Engineers").

The work performed under this SIN shall be associated with existing SINs that are part of this Schedule. Ancillary Repair and Alterations shall not be the primary purpose of the work ordered but be an integral part of the total solution offered. Ancillary repair and alteration services may only be ordered in conjunction with or in support of products or services purchased under this Federal Supply Schedule contract. This SIN includes all regulatory guidance outlined in accordance with FAR 36, including "Wage Requirements (Construction)" (formerly, the Davis Bacon Act) and the Miller Act.

Special Instructions: No award will be made under 003-97 Ancillary Repair and Alteration unless an offeror is awarded (or receives award concurrently) for another SIN under this Schedule. The Repair and Alteration work must be ancillary (incidental) to the primary services or products offered under the Schedule.

For Federally-owned space managed by GSA's Public Building Service (PBS), approval of the PBS Building Manager must be received by the ordering activity and contractor before any repair and alteration work may be ordered. A copy of the approval must be retained by both the ordering activity contracting officer and the contractor.



Owned or leased space outside the PBS inventory may also include approval requirements. A copy of the approval must be retained by both the ordering activity contracting officer and the MAS contractor performing the R&A services.

This R&A SIN shall not be used for PBS leased space.

Any Agency contracting officer ordering services under this SIN for Ancillary Repair and Alterations is responsible for complying with his or her agency's internal policies when procuring R&A services. This may include a specific warrant delegation for procuring construction services when the estimated amount of this portion of the task order exceeds \$2,000 (Ref. FAR 22.4).

Special Notice to Ordering Agencies: GSA or other landlords may require reperformance of any nonconforming work at agency expense. If applicable, agencies may seek appropriate recourse from the contractor responsible for the nonconforming work.



INSTRUCTIONS FOR PLACING ORDERS FOR SERVICES BASED ON GSA SCHEDULE HOURLY RATES

GSA provides a streamlined, efficient process for ordering the services you need. GSA has already determined that Johnson Controls meets the technical requirements and that our prices offered are fair and reasonable. Agencies may use written orders; facsimile orders, credit card orders, blanket purchase agreement orders or individual purchase orders under this contract. If it is determined that your agency needs an outside source to provide Schedule 03FAC Facilities Maintenance and Management services, follow these simple steps:

Step 1. Develop a Statement of Work (SOW) In the SOW, include the following information:

- Work to be performed,
- Location of work,
- Period of performance;
- Deliverable schedule, and
- Special standards and any special requirements, where applicable.

Step 2. Select Contractor and Place Order

- If the order is at or below the micro-purchase threshold, select the contractor best suited for your needs and place the order.
- If the order is exceeding but less than the maximum order threshold (MOT), prepare an RFQ;
- If the order is in excess of the MOT, prepare an RFQ. Consider expansion of competition and seek price reductions.

Step 3. Prepare a Request for Quote (RFQ)

- Include the SOW and evaluation criteria;
- Request fixed price, ceiling price, or, if not possible, labor hour or time and materials order;
- If preferred, request a performance plan from contractors and information on past experience; and include information on the basis for selection.
- May be posted on GSA's electronic RFQ system, e-Buy

Step 4. Provide RFQ to at least Three Contractors

Step 5. Evaluate Offers, Select Best Value Contractor, and Place Order



REQUIREMENTS EXCEEDING THE MAXIMUM ORDER

- (a) In accordance with FAR 8.404, before placing an order that exceeds the maximum order threshold, ordering offices shall-
- (1) Review additional schedule contractors' catalogs/price lists or use the "GSA Advantage!" on-line shopping service;
 - (2) Based upon the initial evaluation, generally seek price reductions from the schedule contractor(s) appearing to provide the best value (considering price and other factors); and
 - (3) After price reductions have been sought, place the order with the schedule contractor that provides the best value and results in the lowest overall cost alternative (see FAR 8.404(a)). If further price reductions are not offered, an order may still be placed, if the ordering office determines that it is appropriate.
- (b) Vendors may:
- (1) offer a new lower price for this requirement (the Price Reduction clause is not applicable to orders placed over the maximum order in FAR 52.216-19 Order Limitations.
 - (2) offer the lowest price available under the contract; or
 - (3) decline the order (orders must be returned in accordance with FAR 52.216-19.)
- (c) A delivery order that exceeds the maximum order may be placed with the Contractor selected in accordance with FAR 8.404. The order will be placed under the contract.
- (d) Sales for orders that exceed the Maximum Order shall be reported in accordance with GSAR 552.238-74.

BLANKET PURCHASE AGREEMENTS (BPAs)

This information will help ordering offices understand how to use Blanket Purchase Agreements (BPAs) under GSA Federal Supply Schedule contracts.

Blanket Purchase Agreements (BPAs) are a simplified method of filling anticipated repetitive needs for services and products. BPAs are "charge accounts" that ordering offices establish with GSA Schedule contractors to provide themselves with an easy ordering tool. In accordance with Federal Acquisition Regulation (FAR) 8.404, ordering offices may establish BPAs under any GSA Schedule contract.

Benefits and Advantages of Using BPAs

Contractual terms and conditions are contained in GSA Schedule contracts and are not to be re-negotiated for GSA Federal Supply Schedule BPAs. Therefore, as a purchasing option, BPAs eliminate such contracting and open market costs as the search for sources, the need to prepare solicitations, and the requirement to synopsise the acquisition. BPAs also—

- Satisfy recurring requirements;
- Reduce acquisition costs through quantity discounts;
- Save time by eliminating repetitive, individual purchases and payments;
- Reduce administrative efforts and paperwork;
- Obtain better value by leveraging an ordering office's buying power through volume purchasing;
- Enable an ordering office to use streamlined ordering procedures with no dollar limitations on individual task/delivery orders;
- Permit an ordering office to incorporate Contractor Team Arrangements;
- Allow for quicker turnarounds on orders; and
- Permit an ordering office to incorporate terms and conditions not in conflict with the underlying contract.

A BPA can be set up for field offices across the nation to use, thus allowing them to participate in an ordering office's BPA and place orders directly with GSA Federal Supply Schedule contractors. In doing so, the entire agency reaps the benefits of additional discounts negotiated into the BPA. In addition, the ordering office reduces the administrative burden of writing numerous task/delivery orders, while still being able to order as much as it wants and as often as it wants. The flexibility and advantages are endless when setting up a BPA.

Setting Up a BPA

BPAs are established directly with GSA Schedule contractors. In accordance with FAR 8.404, an ordering office may request a price reduction based on the total estimated volume of the BPA, regardless of the size of individual orders. The Request For Quotation (RFQ) should specify the ordering office's requirements, including estimated quantities and work to be performed, and should advise GSA Schedule contractors whether the ordering office intends to establish a single BPA or multiple BPAs.

Generally, a single BPA should be established when the ordering office can easily define its services and/or products requirements and a firm-fixed price or ceiling price can be established. Since a

best value selection is made when the single BPA is established, the ordering office does not need to make a separate best value selection for each order under the BPA.

Multiple BPAs should be established when the ordering office cannot easily define its services and/or products requirements, or it determines that more than one BPA is needed to meet its needs. First determine which GSA Schedule contractors are technically qualified and then establish BPAs with them. When multiple BPAs are established, each order must be competed among all BPA holders and a best value selection must be made each time an order is placed.

All BPAs must contain certain information, such as:

- The name of the GSA Schedule contractor;
- The GSA Schedule contract number;
- The BPA number assigned by the ordering office;
- A description of the requirement, to include estimated quantities and work to be performed;
- The prices and/or discounts;
- The extent of the obligation;
- Any additional price reductions negotiated by the ordering office, based on the proposed dollar value of the BPA;
- A listing of individuals authorized to purchase under the BPA;
- The delivery or performance time frames;
- The location of deliveries;
- The frequency of ordering and invoicing;
- The date of BPA expiration; and
- A statement that all other terms and conditions are contained in the GSA Federal Supply Schedule contract.

Note: Prices under GSA Federal Supply Schedule contracts have already been determined to be fair and reasonable.



SAMPLE

BEST VALUE
BLANKET PURCHASE AGREEMENT
FEDERAL SUPPLY SCHEDULE
(Insert Customer Name)

In the spirit of the Federal Acquisition Streamlining Act _____ (Agency) _____ and **Johnson Controls, Inc.** enter into a cooperative blanket purchase agreement to further reduce the administrative costs of acquiring commercial items from the General Services Administration (GSA) Federal Supply Schedule Contract(s) **GS-06F-0060P**.

Federal Supply Schedule contract BPAs eliminate contracting and open market costs such as: the search for sources; the development of technical documents and solicitations; and the evaluation of bids and offers. Contractor Team Arrangements are permitted with Federal Supply Schedule contractors in accordance with Federal Acquisition Regulation (FAR) Subpart 9.6.

This BPA will further decrease costs, reduce paperwork and save time by eliminating the need for repetitive, individual purchases from the Schedule contract. The end result is to create a purchasing mechanism for the Government that works better and costs less.

Signatures:

AGENCY DATE

CONTRACTOR DATE



BPA NUMBER _____

(CUSTOMER NAME)

BLANKET PURCHASE AGREEMENT

Pursuant to GSA Federal Supply Schedule Contract Number(s) **GS-06F-0060P**, Blanket Purchase Agreements, **Johnson Controls, Inc.** agrees to the following terms of a Blanket Purchase Agreement (BPA) EXCLUSIVELY WITH (Ordering Agency):

(1) The following contract services/products can be ordered under this BPA. All orders placed against this BPA are subject to the terms and conditions of the contract, except as noted below:

ITEM (Model/Part Number or Type of Service)

SPECIAL BPA DISCOUNT/PRICE

(2) Delivery:

DESTINATION

DELIVERY SCHEDULE/DATES

(3) The Government estimates, but does not guarantee, that the volume of purchases through this agreement will be _____.

(4) This BPA does not obligate any funds.

(5) This BPA expires on _____ or at the end of the contract period, whichever is earlier.

(6) The following office(s) is hereby authorized to place orders under this BPA:

OFFICER

POINT OF CONTACT

(7) Orders will be placed against this BPA via Electronic Data Interchange (EDI), FAX, paper, or oral communications.

(8) Unless otherwise agreed to, all deliveries under this BPA must be accompanied by delivery tickets or sales slips that must contain the following information as a minimum:



- (a) Name of Contractor;
 - (b) Contract Number;
 - (c) BPA Number;
 - (d) Model Number or National Stock Number (NSN);
 - (e) Task/Delivery Order Number;
 - (f) Date of Purchase;
 - (g) Quantity, Unit Price, and Extension of Each Item (unit prices and extensions need not be shown when incompatible with the use of automated systems; provided, that the invoice is itemized to show the information); and
 - (h) Date of Shipment.
- (9) The requirements of a proper invoice are as specified in the Federal Supply Schedule contract. Invoices will be submitted to the address specified within the task/delivery order transmission issued against this BPA. (10) The terms and conditions included in this BPA apply to all purchases made pursuant to it. In the event of an Inconsistency between the provisions of this BPA and the Contractor's invoice, the provisions of this BPA will take precedence.

***IMPORTANT** -- A new feature to the Federal Supply Schedules Program permits contractors to offer price reductions in accordance with commercial practice. Contractor Team Arrangements are permitted with Federal Supply Schedule contractors in accordance with FAR Subpart 9.6.



LABOR CATEGORY DESCRIPTIONS

A description of the functions, experience requirements, and educational requirements for each GSA schedule labor category is provided below. An explanation regarding experience and education equivalencies is presented at the end of this section.

Chiller Mechanic (SINs 811 002, 811 005, 003 97)

Functional Description: Must be skilled craftsmen in their trade. This may include split-systems, CRUs, VAVs, chillers, air handling units, pumps, exchangers, fans, cooling towers and other applied equipment. May perform a variety of advanced and complex mechanical functions associated with diagnostics and repair of machines and mechanical equipment.

Minimum Experience and Education: Five+ years of commercial HVAC and mechanical troubleshooting. Mechanical Journeyman License. Appropriate licenses to work with refrigerants, boiler and team operational and service knowledge.

HVAC Mechanic (SINs 811 002, 811 005, 003 97)

Functional Description: Under general direction, performs preventive maintenance inspections on mechanical, electrical and automatic temperature control equipment to ensure continuing operation. Performs end to end testing, servicing, wiring and monitoring for HVAC equipment and related systems at facilities. Changes belts and regular maintenance checks.

Minimum Experience and Education: At least two years experience as a Service HVAC Specialist I or graduation from a one year technical program. Mechanical and electrical aptitude with basic HVAC equipment knowledge.

Controls Service Technician (SINs 811 002, 811 005, 003 97)

Functional Description: Under general supervision, conducts preventive maintenance, repair, installation, and commissioning and general servicing of systems (including detailed troubleshooting of systems). Responsible for high levels of customer satisfaction through direct, on site, customer interface. Mentors mechanical technicians on building automation activities. Properly completes required project and service documentation. Adheres to all Johnson Controls and customer safety standards.

Minimum Experience and Education: Three years of industry experience or five years experience in servicing electronic and/or mechanical systems in the HVAC industry. PC experience required and the ability to program HVAC related software. Vocational school four year program or an Associate degree in electronics, mechanical systems, computer technology, air conditioning or similar field.



The following Labor Categories are for use with SINs 871 202, 871 203, 871 204, 871 205, 871 206, 871 207, 871 208, 871 209 and 871 210

Administrative Clerk

Functional Responsibility: Provide administrative support for ongoing projects. Duties performed may include word processing, software support, file organization and maintenance, operation of office equipment and answering phones. Work involves general administrative tasks which may require problem solving skills and exercise of judgment within precedent and subject to approval. Provide word processing support for location staff requests, i.e. letters, memos, short proposals. Provide installation contract booking support to include creation of required documents (certificates of insurance, bid bonds), contract folder or job book preparation. Perform other administrative support as appropriate for the specific field location.

Knowledge/Skills: Ability to type a minimum of 45 wpm accurately. Computer skills to include: word processing and spreadsheet applications. Ability to work independently. Good organizational skills with attention to detail. Ability to handle multiple tasks and prioritize workload accordingly.

Minimum Education/Experience: High school diploma or equivalent. 0 - 2 years related experience or equivalent combination of education and experience.

Administrative Assistant I

Functional Responsibility: Provide administrative support for ongoing projects. Duties performed may include word processing, software support, file organization and maintenance, operation of office equipment and answering phones. Work involves general administrative tasks which may require problem solving skills and exercise of judgment within precedent and subject to approval. Provide word processing support for location staff requests, i.e. letters, memos, short proposals. Provide installation contract booking support to include creation of required documents (certificates of insurance, bid bonds), contract folder or job book preparation. Perform other administrative support as appropriate for the specific field location.

Knowledge/Skills: Ability to type a minimum of 45 wpm accurately. Computer skills to include: word processing and spreadsheet applications. Ability to work independently. Good organizational skills with attention to detail. Ability to handle multiple tasks and prioritize workload accordingly.

Minimum Education/Experience: High school diploma or equivalent. 1 - 4 years related experience or equivalent combination of education and experience.

Administrative Assistant II

Functional Responsibility: Provide administrative support for ongoing projects. Duties performed may include word processing, software support, file organization and maintenance, operation of office equipment and answering phones. Work involves a wide range of administrative support and work coordination to a variety of functions and processes. Tasks will require problem solving skills and exercise of judgment within precedent and subject to approval. Provide word processing support for location staff requests, i.e. letters, memos, short proposals. Provide installation contract booking support to include creation of required documents (certificates of insurance, bid bonds), contract folder or job book preparation. May require information gathering / research relative to overhead or inventory issues. Provide local administrative maintenance of SMIS database. Ensures integrity of data content via regular review of opportunities, taking appropriate



action to keep current. Perform other administrative support as appropriate for the specific field location.

Knowledge/Skills: Ability to type a minimum of 50 wpm accurately. Computer skills to include: word processing, spreadsheet, desktop publishing and database applications. Ability to work independently. Good organizational skills with attention to detail. Ability to handle multiple tasks and prioritize workload accordingly.

Minimum Education/Experience: High school diploma or equivalent. 2 - 5 years related experience or equivalent combination of education and experience.

Administrative Assistant IV

Functional Responsibility: Provide administrative support for ongoing projects. Duties performed may include word processing, software support, file organization and maintenance, operation of office equipment and answering phones. This position may provide day to day direction to lower level Administrative Personnel. Work involves a wide range of administrative support and work coordination to a variety of functions and processes. Tasks will require problem solving skills and exercise of judgment within precedent and subject to approval. Provide word processing support for location staff requests, i.e. letters, memos, short proposals. Provide installation contract booking support to include creation of required documents (certificates of insurance, bid bonds), contract folder or job book preparation, verifying compliance with area contract booking procedures. Provide administrative support for ongoing programs in the local office. May require information gathering / research relative to overhead or inventory issues. Provide local administrative maintenance of SMIS database. Ensures integrity of data content via regular review of opportunities, taking appropriate action to keep current. May be responsible for new hire processing, including orientation, introduction to company benefits and processes, i.e. time and expense reporting, etc., maintain applicant flow logs, coordinate local Worker's Compensation Claims to Area office for processing. Perform other administrative support as appropriate for the specific field location. Assist with special projects initiated by the Area office or local leader.

Knowledge/Skills: Ability to type a minimum of 50 wpm accurately. Computer skills to include: word processing, spreadsheet, desktop publishing and database applications. Ability to work independently. Good organizational skills with attention to detail. Ability to handle multiple tasks and prioritize workload accordingly.

Minimum Education/Experience: High school diploma or equivalent. 3 - 6 years related experience or equivalent combination of education and experience.

Administrative Assistant V

Functional Responsibility: Provide administrative support for ongoing projects. Duties performed may include word processing, software support, file organization and maintenance, operation of office equipment and answering phones. This position may provide day to day direction to lower level Administrative Personnel. Work involves a wide range of administrative support and work coordination to a variety of functions and processes. Tasks will require problem solving skills and exercise of judgment within precedent and subject to approval. Provide word processing support for location staff requests, i.e. letters, memos, short proposals. Provide installation contract booking support to include creation of required documents (certificates of insurance, bid bonds), contract folder or job book preparation, verifying compliance with area contract booking procedures. Provide administrative support for ongoing programs in the local office. May require



information gathering / research relative to overhead or inventory issues. Provide local administrative maintenance of SMIS database. Ensures integrity of data content via regular review of opportunities, taking appropriate action to keep current. May be responsible for new hire processing, including orientation, introduction to company benefits and processes, i.e. time and expense reporting, etc., maintain applicant flow logs, coordinate local Worker's Compensation Claims to Area office for processing. Perform other administrative support as appropriate for the specific field location. Assist with special projects initiated by the Area office or local leader.

Knowledge/Skills: Ability to type a minimum of 50 wpm accurately. Computer skills to include: word processing, spreadsheet, desktop publishing and database applications. Ability to work independently. Good organizational skills with attention to detail. Ability to handle multiple tasks and prioritize workload accordingly.

Minimum Education/Experience: High school diploma or equivalent. 4 - 7 years related experience or equivalent combination of education and experience.

Construction Manager

Functional Responsibility: Responsible for the overall execution and performance of an Area's large project portfolio of construction and retrofit projects. Manages Area Start-Up team schedule to maintain a two month backlog of projects to be mobilized and/or Project Development Activities. Maintains performance results reporting for the Customer, Area and SSA Management. Recruits project managers and construction managers with the right skills and competencies to meet the needs of the large project group in providing business results. Supports the development and training of employees. Responsible for following consistent and repeatable Construction Management standardized procedures and processes. Represents JCI and its interests to exceed Customer Satisfaction. Reviews and interprets contract Terms and Conditions. Oversees the management of project risks and establishes project recovery plans. Overall responsibility for the Change Order process. Responsible for coordination with the Area Installation Manager for allocating resources to meet the project objectives. Responsible for asset management including collections, cost control, progress billings and payables. Ensures project document controls are in compliance with contract requirements and CM Standards.

Knowledge/Skills: Proven advanced project management skills and ability to manage a large portfolio, including experience in dealing with a large and diverse number of simultaneous challenges often requiring knowledge of many different disciplines. Demonstrated excellence in managing projects. Able to lead and direct diverse teams. Proficient in PM software. Strong Personal Computer working capabilities in MS Office (excel, word, power point), Adobe Writer, Visio and basic Windows environment.

Minimum Education/Experience: Bachelors degree in Construction, Civil, Mechanical, Electrical Engineering, Construction Management or Architecture. Certification as a PMI Project Management Professional (PMP) is desired. 3 - 6 years of direct project management experience in Building Construction Industry.

Contract Administrator I

Functional Responsibility: Performs all activities necessary to accomplish within cost, schedule and quality objectives, the procurement of a wide variety of complex material and service requirements as required to fulfill the material needs of the Company. Prepares, issues, analyzes, recommends award and implementation of RFP's for assigned materials and services. Conducts value analysis



on various commodities. Evaluates current and potential vendors. Monitors supplier performance. Negotiates favorable prices, terms and conditions. Investigates and surveys new sources of supply to determine each supplier's capability to deliver a quality product on schedule. Achieves established cost improvement goals. Develops, manages and maintains historical /information and records for all assigned commodities. Under minimal direction, negotiates and maintains contracts for subcontract services and materials at the FM Account. Implements and maintains superior supply base management techniques and consolidated solution sourcing.

Knowledge/Skills: Purchasing experience including managing suppliers in a Buyer/Manager role with demonstrated success at improving delivery, cost reduction, and increasing quality performance. Demonstrated negotiation skills and experience. Demonstrated leadership, team leading and communication skills and able to effectively operate in a participative management environment. Ability to lead multi-functional teams. Experience in using Microsoft Office Suite and web-based applications. Advanced knowledge of Information Systems preferred such as: SAP, Oracle or PeopleSoft.

Minimum Education/Experience: Bachelors degree or equivalent. 3 - 6 years related experience or equivalent combination of education and experience.

Contract Administrator II

Functional Responsibility: Performs all activities necessary to accomplish within cost, schedule and quality objectives, the procurement of a wide variety of complex material and service requirements as required to fulfill the material needs of the Company. Prepares, issues, analyzes, recommends award and implementation of RFP's for assigned materials and services. Conducts value analysis on various commodities. Evaluates current and potential vendors. Monitors supplier performance. Negotiates favorable prices, terms and conditions. Investigates and surveys new sources of supply to determine each supplier's capability to deliver a quality product on schedule. Achieves established cost improvement goals. Develops, manages and maintains historical /information and records for all assigned commodities. Under minimal direction, negotiates and maintains contracts for subcontract services and materials at the FM Account. Implements and maintains superior supply base management techniques and consolidated solution sourcing.

Knowledge/Skills: Purchasing experience including managing suppliers in a Buyer/Manager role with demonstrated success at improving delivery, cost reduction, and increasing quality performance. Demonstrated negotiation skills and experience. Demonstrated leadership, team leading and communication skills and able to effectively operate in a participative management environment. Ability to lead multi-functional teams. Experience in using Microsoft Office Suite and web-based applications. Advanced knowledge of Information Systems preferred such as: SAP, Oracle or PeopleSoft.

Minimum Education/Experience: Bachelors degree or equivalent. 4 - 7 years related experience or equivalent combination of education and experience.

Contract Administrator III

Functional Responsibility: Performs all activities necessary to accomplish within cost, schedule and quality objectives, the procurement of a wide variety of complex material and service requirements



as required to fulfill the material needs of the Company. Prepares, issues, analyzes, recommends award and implementation of RFP's for assigned materials and services. Conducts value analysis on various commodities. Evaluates current and potential vendors. Monitors supplier performance. Negotiates favorable prices, terms and conditions. Investigates and surveys new sources of supply to determine each supplier's capability to deliver a quality product on schedule. Achieves established cost improvement goals. Develops, manages and maintains historical /information and records for all assigned commodities. Under minimal direction, negotiates and maintains contracts for subcontract services and materials at the FM Account. Implements and maintains superior supply base management techniques and consolidated solution sourcing.

Knowledge/Skills: Purchasing experience including managing suppliers in a Buyer/Manager role with demonstrated success at improving delivery, cost reduction, and increasing quality performance. Demonstrated negotiation skills and experience. Demonstrated leadership, team leading and communication skills and able to effectively operate in a participative management environment. Ability to lead multi-functional teams. Experience in using Microsoft Office Suite and web-based applications. Advanced knowledge of Information Systems preferred such as: SAP, Oracle or PeopleSoft.

Minimum Education/Experience: Bachelors degree or equivalent. 5 - 8 years related experience or equivalent combination of education and experience.

Document Control Administrator

Functional Responsibility: Responsible for desktop publishing, document management, graphic design, and general support for Federal document production, to include proposals, post installation reports, measurement and verification reports, and other contract documents. Assures that documents are reviewed for adequacy, approved for release by authorized personnel, and distributed to and used at the location where the prescribed activity is performed. Develops and utilizes spreadsheets, databases and reports to maintain, track, distribute and report on project engineering drawings, construction documentation and material supplier documentation based on the specifications outlined in request for proposal document, adhering to Federal proposal outlines, solicitations, contracts, delivery orders, and related Federal Acquisition Regulations with input from the Federal Government Solutions and Solutions Proposal teams. Coordinates change notices, submittals, schedules, bills of material, delivery schedules, non-conformance reports, supplier deviation requests, requests for information, quality event reports, safety event reporting, red lined change requests, as built drawings, equipment operation and maintenance documentation, equipment and material warranty documentation, material control documents, etc. with multidisciplinary teams / staff within Johnson Controls. Retrieves and transmits archived information in support of contract actions. Maintains record of report submittals to government entities. Schedules tasks to meet deadlines and keep management apprised of work backlog. Performs other duties and projects as assigned.

Knowledge/Skills: Word processing and production experience with Federal proposals including Performance Based Contracting. Familiarity with Federal Energy Savings Performance Contracting proposal requirements a plus. Experience controlling document production. Strong written and oral communication skills. Proficient in Microsoft Office Suite, particular Word and Excel macros and Adobe Acrobat Professional.

Minimum Education/Experience: High school diploma or equivalent. 2 - 5 years related experience or equivalent combination of education and experience.



Document Control Manager

Functional Responsibility: Responsible for overseeing desktop publishing, document management, graphic design, and general support for Federal document production, to include proposals, post installation reports, measurement and verification reports, and other contract documents. Complete responsibility for maintaining and improving an eRoom, web based project document archive system of all documents for all federal government projects. Complete responsibility for management of the document production process. Develops and utilizes spreadsheets, databases and reports to maintain, track, distribute and report on project engineering drawings, construction documentation and material supplier documentation based on the specifications outlined in request for proposal document, adhering to Federal proposal outlines, solicitations, contracts, delivery orders, and related Federal Acquisition Regulations with input from the Federal Government Solutions and Solutions Proposal teams. Coordinates change notices, submittals, schedules, bills of material, delivery schedules, non-conformance reports, supplier deviation requests, requests for information, quality event reports, safety event reporting, red lined change requests and as built drawings with multidisciplinary teams / staff within Johnson Controls. Maintains and improves Federal Government Solutions project electronic archives using tools being developed by Solutions to comply with various contract document controls requirements. Retrieves and transmits archived information in support of contract actions. Maintains record of report submittals to government entities. Schedules tasks to meet deadlines and keep management apprised of work backlog. Formats and standardizes appendix material, including calculations spreadsheets, for printing and electronic submission. Researches and recommends new and creative software applications (proposal tool, on-line library, etc.) to assist with proposal development. Recommends improvements in the proposal documentation processes. Performs other duties and projects as assigned.

Knowledge/Skills: Document development, layout, use of templates and styles, processing and production experience in a quick-time turnaround environment. Word processing and production experience with Federal proposals including Performance Based Contracting. Familiarity with Federal Energy Savings Performance Contracting proposal requirements a plus. Extensive experience controlling document production including overseeing supply inventory, equipment maintenance, and shipping processes. Ability to coordinate and administer workload schedules to meet critical deadlines. Strong written and oral communication skills. Advanced proficiency in Microsoft Office Suite, particular Word and Excel macros and Adobe Acrobat Professional. Proficient in Microsoft Visio and Adobe Photoshop and Illustrator.

Minimum Education/Experience: Bachelors degree in English, Communications, Business, Administration. 3 - 6 years related experience or equivalent combination of education and experience.

Document Control Manager Sr

Functional Responsibility: Establishes the requirements for a document control system. Ensures that a system is established for the preparation, review, approval, issuance, and use of controlled documents. Reviews and approves any document control procedures for activities affecting quality. Reviewing and approving documents, requiring QA approval, prepared, issued and/or used for implementation and execution of work activities. Maintaining an overview of all document control systems and regularly assessing the implementation of this standard practice.



Knowledge/Skills: Proven leader in the development of document control systems. Extensive experience with Federal proposals including Performance Based Contracting. Familiarity with Federal Energy Savings Performance Contracting proposal requirements a must. Extensive experience controlling document production including overseeing supply inventory, equipment maintenance, and shipping processes. Ability to coordinate and administer workload schedules to meet critical deadlines. Strong written and oral communication skills. Advanced proficiency in Microsoft Office Suite, particular Word and Excel macros and Adobe Acrobat Professional. Proficient in Microsoft Visio and Adobe Photoshop and Illustrator.

Minimum Education/Experience: Bachelors degree in English, Communications, Business, Administration. 5 - 8 years related experience or equivalent combination of education and experience.

Engineer Apprentice

Functional Responsibility: Works directly with more experienced Engineers to apply standard engineering or technology principles and techniques to assigned projects. Ensures that results meet established needs and goals and timelines. Implements plans, processes, systems and procedures utilizing standard engineering or technology principles to complete assignments. Performs related duties as assigned.

Knowledge/Skills: Current or recent coursework at an accredited Electronics or Mechanical Engineering/Technology program. ability to work collaboratively with user, development, and support groups; good written and oral communications skills, flexibility and adaptability to changing situations.

Minimum Education/Experience: High School Diploma or equivalent. 0 - 1 year experience.

Engineer I

Functional Responsibility: Under general supervision, evaluates, selects, and applies standard engineering or technology principles and techniques to assigned projects. Ensures that results meet established needs and goals and timelines. Develops, designs, and implements plans, processes, systems and procedures utilizing standard engineering or technology principles to complete assignments. Works on part of a major project/system or independently on smaller projects/systems. Uses judgment in making adaptations or modifications. Monitors the performance of products, systems or operations. Analyzes data and recommends changes to improve quality, reliability or efficiency. Assists in implementing long-range improvement plans. Solves problems related to projects, systems or operations. Provides technical assistance as is necessary. Conducts assigned investigative projects. May occasionally direct staff in investigative applications. Ensures that work is completed within budgetary and time constraints while meeting customer and contractual demands. In conjunction with other team members, perform tradeoff between implementation, schedule and cost and resource constraints, and recommend alternatives. Provide technical feedback, inputs and consultation to other organizations involved in system design or implementation activities. Participate in technology transfer initiatives among IT departments. May prepare or review product documentation, written instructions or technical literature for accuracy and completeness. Solicit and translate user requirements into logical models and appropriate system design. Performs related duties as assigned.

Knowledge/Skills: Current technical knowledge and skills relative to business requirements and state of the art information technologies. Demonstrated ability to work in a team environment;



ability to work collaboratively with user, development, and support groups; good written and oral communications skills, flexibility and adaptability to changing situations. Technical Certification as required by business need. Ability to perform abstraction, modeling, and theoretical reasoning in the support, creation, and design of complex systems.

Minimum Education/Experience: Bachelors Degree in Engineering, Computer Science, Mathematics or equivalent technical experience. 2 - 5 years related systems or engineering experience, or skills commensurate with 2 - 5 years systems or engineering experience

Engineer II

Functional Responsibility: Under general supervision, evaluates, selects, and applies standard engineering or technology principles and techniques to assigned projects. Ensures that results meet established needs and goals and timelines. Develops, designs, and implements plans, processes, systems and procedures utilizing standard engineering or technology principles to complete assignments. Works on part of a major project/system or independently on smaller projects/systems. Uses judgment in making adaptations or modifications. Monitors the performance of products, systems or operations. Analyzes data and recommends changes to improve quality, reliability or efficiency. Assists in implementing long-range improvement plans. Solves problems related to projects, systems or operations. Provides technical assistance as is necessary. Conducts assigned investigative projects. May occasionally direct staff in investigative applications. Ensures that work is completed within budgetary and time constraints while meeting customer and contractual demands. In conjunction with other team members, perform tradeoff between implementation, schedule and cost and resource constraints, and recommend alternatives. Provide technical feedback, inputs and consultation to other organizations involved in system design or implementation activities. Participate in technology transfer initiatives among IT departments. May prepare or review product documentation, written instructions or technical literature for accuracy and completeness. Solicit and translate user requirements into logical models and appropriate system design. Performs related duties as assigned.

Knowledge/Skills: Current technical knowledge and skills relative to business requirements and state of the art information technologies. Demonstrated ability to work in a team environment; ability to work collaboratively with user, development, and support groups; good written and oral communications skills, flexibility and adaptability to changing situations. Technical Certification as required by business need. Ability to perform abstraction, modeling, and theoretical reasoning in the support, creation, and design of complex systems.

Minimum Education/Experience: Bachelors Degree in Engineering, Computer Science, Mathematics or equivalent technical experience. 3 - 6 years related systems or engineering experience, or skills commensurate with 3 - 6 years systems or engineering experience

Engineer III

Functional Responsibility: Under general supervision, evaluates, selects, and applies standard engineering or technology principles and techniques to assigned projects. Ensures that results meet established needs and goals and timelines. Develops, designs, and implements plans, processes, systems and procedures utilizing standard engineering or technology principles to complete assignments. Works on part of a major project/system or independently on smaller projects/systems. Uses judgment in making adaptations or modifications. Monitors the performance of products, systems or operations. Analyzes data and recommends changes to improve quality, reliability or efficiency. Assists in implementing long-range improvement plans.

Solves problems related to projects, systems or operations. Provides technical assistance as is necessary. Conducts assigned investigative projects. May occasionally direct staff in investigative applications. Ensures that work is completed within budgetary and time constraints while meeting customer and contractual demands. In conjunction with other team members, perform tradeoff between implementation, schedule and cost and resource constraints, and recommend alternatives. Provide technical feedback, inputs and consultation to other organizations involved in system design or implementation activities. Participate in technology transfer initiatives among IT departments. May prepare or review product documentation, written instructions or technical literature for accuracy and completeness. Solicit and translate user requirements into logical models and appropriate system design. Performs related duties as assigned.

Knowledge/Skills: Current technical knowledge and skills relative to business requirements and state of the art information technologies. Demonstrated ability to work in a team environment; ability to work collaboratively with user, development, and support groups; good written and oral communications skills, flexibility and adaptability to changing situations. Technical Certification as required by business need. Ability to perform abstraction, modeling, and theoretical reasoning in the support, creation, and design of complex systems.

Minimum Education/Experience: Bachelors Degree in Engineering, Computer Science, Mathematics or equivalent technical experience. 4 - 7 years related systems or engineering experience, or skills commensurate with 4 - 7 years systems or engineering experience

Engineer IV

Functional Responsibility: Under general supervision, evaluates, selects, and applies standard engineering or technology principles and techniques to assigned projects. Ensures that results meet established needs and goals and timelines. Develops, designs, and implements plans, processes, systems and procedures utilizing standard engineering or technology principles to complete assignments. Works on part of a major project/system or independently on smaller projects/systems. Uses judgment in making adaptations or modifications. Monitors the performance of products, systems or operations. Analyzes data and recommends changes to improve quality, reliability or efficiency. Assists in implementing long-range improvement plans. Solves problems related to projects, systems or operations. Provides technical assistance as is necessary. Conducts assigned investigative projects. May occasionally direct staff in investigative applications. Ensures that work is completed within budgetary and time constraints while meeting customer and contractual demands. In conjunction with other team members, perform tradeoff between implementation, schedule and cost and resource constraints, and recommend alternatives. Provide technical feedback, inputs and consultation to other organizations involved in system design or implementation activities. Participate in technology transfer initiatives among IT departments. May prepare or review product documentation, written instructions or technical literature for accuracy and completeness. Solicit and translate user requirements into logical models and appropriate system design. Performs related duties as assigned.

Knowledge/Skills: Current technical knowledge and skills relative to business requirements and state of the art information technologies. Demonstrated ability to work in a team environment; ability to work collaboratively with user, development, and support groups; good written and oral communications skills, flexibility and adaptability to changing situations. Technical Certification as



required by business need. Ability to perform abstraction, modeling, and theoretical reasoning in the support, creation, and design of complex systems.

Minimum Education/Experience: Bachelors Degree in Engineering, Computer Science, Mathematics or equivalent technical experience. 5 - 8 years related systems or engineering experience, or skills commensurate with 5 - 8 years systems or engineering experience

Installation Manager

Functional Responsibility: Manages the execution of Performance Contracting and Service Major Retrofit projects. Ensures that all assigned projects are done accurately, on-time, billed, within budget and within scope of the contract. Establishes customer touch points throughout the life cycle of projects to gain feedback on customer satisfaction. Coaches' teams on proactively addressing customer feedback. Provides leadership by demonstrating focus on exceeding customers' expectations. Effectively communicates the status of projects to Regional Solutions Operations Manager and Regional Solutions Manager as required. Ensures compliance with state, local and federal legal requirements and ensures that retrofit business is conducted with the highest ethical standards. Champions and drives the SSA Safety Program for employees and subcontractors at all levels within the Regional Solutions Installation organization.

Knowledge/Skills: Operations management experience in the Installation Industry including 5 or more years of direct management experience. High-level competence in written and verbal communication. Strong presentation skills and proficiency in speaking to large audiences. Able to lead and direct diverse teams.

Minimum Education/Experience: Bachelors degree in Engineering, Business or equivalent. 9 - 12 years related experience or equivalent combination of education and experience.

Operations Specialist I

Functional Responsibility: Under direct supervision, works in concert with Installation Manager and Project Engineers to ensure consistent delivery of services and assure internal financial commitments. Researches and obtains information for routine reports, tasks and assignments. Expedites and completes the delivery of project or sales related administrative tasks to ensure customer expectations. Using Johnson Controls tools and standards, processes subcontracts (EPA and Std), subcontractor invoices. Organizes and maintains all subcontractor documentation (certificate of insurance, bonding, etc.). Coordinates Johnson Controls invoice processes, subcontractor requirements (such as, certificates of insurance, bonding, lien waivers, etc.) and materials to meet revenue plan. Assists the project owner by placing material orders, releasing orders and tracking material shipments and changes in delivery dates, creating field purchase orders. Generates subcontracts, safety documents and may release payments to subcontractors or associated invoices with A/R invoices, through pay when paid (PWP) process, under guidance from the project owner. In conjunction with the Branch / Region, identifies and sets up Electronic Procurement Agreements (EPA) for subcontractors or approved vendors. Sets up project files, types meeting minutes, completes daily, weekly or monthly project related reporting forms, files, faxes or copies project documents, and performs other general administrative project support. Coordinates project or client related meetings. Manages project related mail, contract documents, submittals and design documents as necessary. Assists the project owner in updating and scheduling JCI labor, material and subcontract labor within the project Installation Information System (IIS). Researches and reconciles contract mischarges. Assists the project owner in managing the Contract Closeout process to ensure the timely closure of projects. Coordinates the Installation Transfer, Warranty letter and Customer Contact / Survey process as required.



Knowledge/Skills: Experience within the contracting, construction or technical work environment. Must have proficient computer skills within the following applications: Advanced Microsoft Word, Excel, ACCESS, Desktop Publishing and Internet business application usage. Must demonstrate the ability to perform work independently and demonstrate solid organizational and attention to detail skills. Must have the ability to simultaneously handle a large and diverse number of projects, tasks and issues.

Minimum Education/Experience: High school diploma or equivalent. 1 - 4 years related experience or equivalent combination of education and experience.

Operations Specialist III

Functional Responsibility: Under direct supervision, works in concert with Installation Manager and Project Engineers to ensure consistent delivery of services and assure internal financial commitments. Researches and obtains information for routine reports, tasks and assignments. Expedites and completes the delivery of project or sales related administrative tasks to ensure customer expectations. Using Johnson Controls tools and standards, processes subcontracts (EPA and Std), subcontractor invoices. Organizes and maintains all subcontractor documentation (certificate of insurance, bonding, etc.). Coordinates Johnson Controls invoice processes, subcontractor requirements (such as, certificates of insurance, bonding, lien waivers, etc.) and materials to meet revenue plan. Assists the project owner by placing material orders, releasing orders and tracking material shipments and changes in delivery dates, creating field purchase orders. Generates subcontracts, safety documents and may release payments to subcontractors or associated invoices with A/R invoices, through pay when paid (PWP) process, under guidance from the project owner. In conjunction with the Branch / Region, identifies and sets up Electronic Procurement Agreements (EPA) for subcontractors or approved vendors. Sets up project files, types meeting minutes, completes daily, weekly or monthly project related reporting forms, files, faxes or copies project documents, and performs other general administrative project support. Coordinates project or client related meetings. Manages project related mail, contract documents, submittals and design documents as necessary. Assists the project owner in updating and scheduling JCI labor, material and subcontract labor within the project Installation Information System (IIS). Researches and reconciles contract mischarges. Assists the project owner in managing the Contract Closeout process to ensure the timely closure of projects. Coordinates the Installation Transfer, Warranty letter and Customer Contact / Survey process as required.

Knowledge/Skills: Experience within the contracting, construction or technical work environment. Must have proficient computer skills within the following applications: Advanced Microsoft Word, Excel, ACCESS, Desktop Publishing and Internet business application usage. Must demonstrate the ability to perform work independently and demonstrate solid organizational and attention to detail skills. Must have the ability to simultaneously handle a large and diverse number of projects, tasks and issues.

Minimum Education/Experience: High school diploma or equivalent. 3 - 6 years related experience or equivalent combination of education and experience.

Operations Analyst I

Functional Responsibility: Proactively assists Regional Service/Solutions Operations Managers, Service Installation Managers and Solutions/Service Project Managers in taking necessary actions required to expedite consistent delivery of services. Assures customer expectations are being met. Provides operations and financial support for the Solutions/Service Ops Management Teams and



ensures completion of all phases of the installation process. Identifies issues and recommends solutions to the appropriate Solutions/Service Ops Management level. Initiates research and follow up on account questions identified during monthly review meetings. Provides feedback to Solutions/Service Ops Management Team, and Solutions/Service Project Managers as appropriate. Works in concert with the Regional Service/Solutions Operations Managers, Service Installation Managers and Solutions/Service Project Managers in achieving expected financial results of assigned projects. Focuses on providing customer satisfaction by taking action and getting results while balancing project goals. Tracks, reports and analyzes subcontractor backlog levels for Solutions/Service Ops in order to optimize subcontractors' workload. Manages subcontractor certification process including training and safety requirements. Maintain subcontractor bond and insurance information for Installation business and provide bid management support of subcontracts.

Knowledge/Skills: Experience in the construction industry/contracting business performing similar contract and project management functions. Demonstrated proficiency to simultaneously handle a large and diverse number of projects and issues with tact, cooperation, and persistence. High-level understanding of HVAC and Facility Management System operation and exposure to cost accounting desired. Working knowledge of PC's and packaged software (Advanced Excel, Access and MS Project).

Minimum Education/Experience: Bachelors Degree in Construction Management, Business Administration, Finance or equivalent. 2 - 5 years related experience or equivalent combination of education and experience.

Operations Analyst II

Functional Responsibility: Proactively assists Regional Service/Solutions Operations Managers, Service Installation Managers and Solutions/Service Project Managers in taking necessary actions required to expedite consistent delivery of services. Assures customer expectations are being met. Provides operations and financial support for the Solutions/Service Ops Management Teams and ensures completion of all phases of the installation process. Identifies issues and recommends solutions to the appropriate Solutions/Service Ops Management level. Initiates research and follow up on account questions identified during monthly review meetings. Provides feedback to Solutions/Service Ops Management Team, and Solutions/Service Project Managers as appropriate. Works in concert with the Regional Service/Solutions Operations Managers, Service Installation Managers and Solutions/Service Project Managers in achieving expected financial results of assigned projects. Focuses on providing customer satisfaction by taking action and getting results while balancing project goals. Tracks, reports and analyzes subcontractor backlog levels for Solutions/Service Ops in order to optimize subcontractors' workload. Manages subcontractor certification process including training and safety requirements. Maintain subcontractor bond and insurance information for Installation business and provide bid management support of subcontracts.

Knowledge/Skills: Experience in the construction industry/contracting business performing similar contract and project management functions. Demonstrated proficiency to simultaneously handle a large and diverse number of projects and issues with tact, cooperation, and persistence. High-level understanding of HVAC and Facility Management System operation and exposure to cost accounting desired. Working knowledge of PC's and packaged software (Advanced Excel, Access and MS Project).



Minimum Education/Experience: Bachelors Degree in Construction Management, Business Administration, Finance or equivalent. 3 - 6 years related experience or equivalent combination of education and experience.

Operations Analyst III

Functional Responsibility: Proactively assists Regional Service/Solutions Operations Managers, Service Installation Managers and Solutions/Service Project Managers in taking necessary actions required to expedite consistent delivery of services. Assures customer expectations are being met. Provides operations and financial support for the Solutions/Service Ops Management Teams and ensures completion of all phases of the installation process. Identifies issues and recommends solutions to the appropriate Solutions/Service Ops Management level. Initiates research and follow up on account questions identified during monthly review meetings. Provides feedback to Solutions/Service Ops Management Team, and Solutions/Service Project Managers as appropriate. Works in concert with the Regional Service/Solutions Operations Managers, Service Installation Managers and Solutions/Service Project Managers in achieving expected financial results of assigned projects. Focuses on providing customer satisfaction by taking action and getting results while balancing project goals. Tracks, reports and analyzes subcontractor backlog levels for Solutions/Service Ops in order to optimize subcontractors' workload. Manages subcontractor certification process including training and safety requirements. Maintain subcontractor bond and insurance information for Installation business and provide bid management support of subcontracts.

Knowledge/Skills: Experience in the construction industry/contracting business performing similar contract and project management functions. Demonstrated proficiency to simultaneously handle a large and diverse number of projects and issues with tact, cooperation, and persistence. High-level understanding of HVAC and Facility Management System operation and exposure to cost accounting desired. Working knowledge of PC's and packaged software (Advanced Excel, Access and MS Project).

Minimum Education/Experience: Bachelors Degree in Construction Management, Business Administration, Finance or equivalent. 4 - 7 years related experience or equivalent combination of education and experience.

Performance Assurance Engineer I

Functional Responsibility: Owns and manages processes that ensure timely collection and accurate data entry of utility bills or other monitored consumption. Initiates actions and develops positive customer relationships to support this activity. Responsible for the structure and grammar of all Performance Value and other customer reports. Proactively reviews and/or interprets problems or patterns related to utility bills and energy consumption to limit risk and ensure a high level of customer satisfaction. As appropriate, solves issues or elevates to appropriate Performance Assurance members for team review and resolution. Serves as an active project team member. Proactively assists the project team in ensuring timely, value added reporting to customer. Coordinates and prepares reports that convey added value and analysis of cost reduction to contract specifications and/or guarantees (Options A, B, C, D and Non-Measured Savings). Owns and manages up-to-date archival records associated with Performance Contracting projects. Coordinates and audits the ValueTrack database. Handles Facility Management System (FMS) retrieval of totalization, trend and error logs. Elevates issues discovered to appropriate Performance Assurance members when problems occur as required. Monitors data gathering



systems (Remote Measurement and Verification Monitoring/ECM, NISC Web Base Tool) to track energy consumption during the installation and guarantee/tracking phases. Promotes and completes EPA Green Light/Energy Star, Label, LEED and other award programs administrative requirements. Assists in the preparation of Performance Value Reports for assigned Performance Contracting projects including analysis of cost reduction to contract specifications and/or guarantees. Reports on project savings and tracking to the appropriate Performance Assurance team members. Identifies areas needing further attention and seeks new Solutions Sales opportunities for energy conservation or non-energy performance items within the customer's facility. Assures the objectives of the Performance Contract are being met, regardless of the guarantee status. Meets with the customer on a regular basis to provide consultation on these items. Performs general duties and projects as assigned.

Knowledge/Skills: Experience in HVAC, Performance Contracting, Utility report writing and business writing or 5 years of proven business operations performance. Proficient in MS Office products, e-mail and Internet. Experienced with PC equipment (i.e., modems, networks, zip drives, CD-RW). Strong statistical analysis and excellent interpersonal communication, analytical and sound business writing skills required.

Minimum Education/Experience: Degree in Business, Engineering or equivalent. 1 - 4 years related experience or equivalent combination of education and experience.

Performance Assurance Engineer II

Functional Responsibility: Owns and manages processes that ensure timely collection and accurate data entry of utility bills or other monitored consumption. Initiates actions and develops positive customer relationships to support this activity. Responsible for the structure and grammar of all Performance Value and other customer reports. Proactively reviews and/or interprets problems or patterns related to utility bills and energy consumption to limit risk and ensure a high level of customer satisfaction. As appropriate, solves issues or elevates to appropriate Performance Assurance members for team review and resolution. Serves as an active project team member. Proactively assists the project team in ensuring timely, value added reporting to customer. Coordinates and prepares reports that convey added value and analysis of cost reduction to contract specifications and/or guarantees (Options A, B, C, D and Non-Measured Savings). Owns and manages up-to-date archival records associated with Performance Contracting projects. Coordinates and audits the ValueTrack database. Handles Facility Management System (FMS) retrieval of totalization, trend and error logs. Elevates issues discovered to appropriate Performance Assurance members when problems occur as required. Monitors data gathering systems (Remote Measurement and Verification Monitoring/ECM, NISC Web Base Tool) to track energy consumption during the installation and guarantee/tracking phases. Promotes and completes EPA Green Light/Energy Star, Label, LEED and other award programs administrative requirements. Assists in the preparation of Performance Value Reports for assigned Performance Contracting projects including analysis of cost reduction to contract specifications and/or guarantees. Reports on project savings and tracking to the appropriate Performance Assurance team members. Identifies areas needing further attention and seeks new Solutions Sales opportunities for energy conservation or non-energy performance items within the customer's facility. Assures the objectives of the Performance Contract are being met, regardless of the guarantee status. Meets with the customer on a regular basis to provide consultation on these items. Performs general duties and projects as assigned.

Knowledge/Skills: Experience in HVAC, Performance Contracting, Utility report writing and business writing or 5 years of proven business operations performance. Proficient in MS Office products, e-mail and Internet. Experienced with PC equipment (i.e., modems, networks, zip



drives, CD-RW). Strong statistical analysis and excellent interpersonal communication, analytical and sound business writing skills required.

Minimum Education/Experience: Degree in Business, Engineering or equivalent. 2 - 5 years related experience or equivalent combination of education and experience.

Performance Assurance Engineer III

Functional Responsibility: Develops and maintains positive customer relationships after the onset of the guarantee. Monitors data gathering systems (Remote Measurement and Verification Monitoring/ECM, NISC Web Base Tool) to track energy consumption during the installation and guarantee/tracking phases. Owns and manages the process that ensures timely collection and accurate data entry of utility bills or other monitored consumption. Initiates actions and develops positive customer relationships to support this activity. Coordinates and prepares Performance Value Reports for all Performance Contracts including the analysis of cost reductions implemented to meet contract specifications and/or guarantees. Reports project savings and tracking to Performance Assurance Manager. Reviews results and may present findings to the customer. Monitors energy consumption and non-energy performance items. Researches problems that might cause additional usage by monitoring data and may make facility inspections. Gathers further information from on-site service providers and customer's maintenance staff. Initiates immediate corrective actions, which includes notifying the customer of any needed action on their behalf. Keeps Performance Assurance Manager updated and involved when need for corrective action is identified. Manages assigned Measurement and Verification PSAs, ensuring all Solutions commitments and contractual obligations are met to support the success of the guarantee. Ensures overall customer satisfaction. Uses Johnson Controls standard tools to assist in identifying and calculating base line adjustments such as building use changes or equipment additions or subtractions. Consults with customer on changes in an effort to prepare the customer for resulting budget impacts and to ensure the customer's comprehension of adjustments. Notifies the Performance Assurance Manager of potential guarantee shortfalls immediately and ensures a plan is in place for proper resolution. Responsible for coordinating and auditing the regional ValueTrack database. Generates internal reports related to both ValueTrack and other risk management reporting as requested. Keeps abreast and promotes use of the NISC bill payment and analysis tool/service, Remote Measurement and Verification Monitoring/ECM tools and services. Identifies areas needing further attention and seeks new Solutions Sales opportunities for energy conservation or non-energy performance items within the customer's facility. Assures the objectives of the Performance Contract are being met, regardless of the guarantee status. Meets with the customer on a regular basis to provide consultation on these items. May act as an On-Site Facility Operations Consultant. Performs other duties as required.

Knowledge/Skills: Experience in HVAC, Performance Contracting, Utility report writing and business writing or 5 years of proven business operations performance. Proficient in MS Office products, e-mail and Internet. Experienced with PC equipment (i.e., modems, networks, zip drives, CD-RW). Strong statistical analysis and excellent interpersonal communication, analytical and sound business writing skills required.

Minimum Education/Experience: Bachelor Degree in Engineering, Engineering Technology or equivalent. 3 - 6 years related experience or equivalent combination of education and experience. Possession of Certified Energy Manager (CEM) and Certified Measurement and Verification Professional (CMPV) certificate are mandatory.



Performance Assurance Engineer IV

Functional Responsibility: Maintains positive customer relationships after the onset of the guarantee. Develops and maintains customer relationship throughout the duration of the guarantee. Monitors data gathering systems (Remote Measurement and Verification Monitoring/ECM, NISC Web Base Tool) to track energy consumption during the installation and guarantee/tracking phases. Owns and manages the process that ensures timely collection and accurate data entry of utility bills or other monitored consumption. Initiates actions and develops positive customer relationships to support this activity. Coordinates and prepares Performance Value Reports for all Performance Contracts including the analysis of cost reductions implemented to meet contract specifications and/or guarantees. Reports project savings and tracking to Performance Assurance Manager. Reviews results and may present findings to the customer. Monitors energy consumption and non-energy performance items. Researches problems that might cause additional usage by monitoring data and may make facility inspections. Gathers further information from on-site service providers and customer's maintenance staff. Initiates immediate corrective actions, which includes notifying the customer of any needed action on their behalf. Keeps Performance Assurance Manager updated and involved when need for corrective action is identified. Manages assigned Measurement and Verification PSAs, ensuring all Solutions commitments and contractual obligations are met to support the success of the guarantee. Ensures overall customer satisfaction. Uses Johnson Controls standard tools to assist in identifying and calculating base line adjustments such as building use changes or equipment additions or subtractions. Consults with customer on changes in an effort to prepare the customer for resulting budget impacts and to ensure the customer's comprehension of adjustments. Notifies the Performance Assurance Manager of potential guarantee shortfalls immediately and ensures a plan is in place for proper resolution. Responsible for coordinating and auditing the regional ValueTrack database. Generates internal reports related to both ValueTrack and other risk management reporting as requested. Keeps abreast and promotes use of the NISC bill payment and analysis tool/service, Remote Measurement and Verification Monitoring/ECM tools and services. Manages industry related award programs. Will participate in the development of Performance Contracts by working with the Solutions Sales and the Project Development group. Identifies areas needing further attention and seeks new Solutions Sales opportunities for energy conservation or non-energy performance items within the customer's facility. Assures the objectives of the Performance Contract are being met, regardless of the guarantee status. Meets with the customer on a regular basis to provide consultation on these items. May assist in preliminary data analysis and/or participate in team presentation of Performance Management to the customer during the sales process. May act as an On-Site Facility Operations Consultant. Performs other duties as required.

Knowledge/Skills: Experience in HVAC, Performance Contracting, Utility report writing and business writing or 5 years of proven business operations performance. Proficient in MS Office products, e-mail and Internet. Experienced with PC equipment (i.e., modems, networks, zip drives, CD-RW). Strong statistical analysis and excellent interpersonal communication, analytical and sound business writing skills required.

Minimum Education/Experience: Bachelor Degree in Engineering, Engineering Technology or equivalent. 4 - 7 years related experience or equivalent combination of education and experience. Possession of Certified Energy Manager (CEM) and Certified Measurement and Verification Professional (CMPV) certificate are mandatory.

Performance Assurance Engineer V



Functional Responsibility: Establishes multi- level customer relationships, specifically including the economic buyer (superintendent, business manager, etc.), prior to the onset of the guarantee. Develops and maintains this relationship throughout the duration of the guarantee or Facility Consulting Services Contract. Satisfies customer needs and expectations of the Performance Contract through a consultative partnering approach, regarding customer energy and operational issues. Works with the Performance Assurance Manager, Project Development Engineers, Account Executive, and Project Manager to ensure the successful execution of the contract. Sets up software systems to gather and track energy consumption during the verification study, installation and guarantee/tracking phases. Assists in the preparation of Performance Value Reports for assigned Performance Contracting projects including analysis of cost reduction to contract specifications and/or guarantees. Reviews results and presents findings to the customer as needed. Commissions retrofits and monitors energy consumption and non-energy performance items. Researches problems that might cause additional usage by monitoring data and making facility inspections. Gathers further information from on-site service providers and customer's maintenance staff. Initiates immediate corrective actions, which includes notifying the customer of any needed action on their behalf. Keeps Performance Assurance Manager updated and involved when need for corrective action is identified. Identifies areas needing further attention and seeks new Solutions opportunities for energy conservation or non-energy performance items within the customer's facility. Assures the objectives of the Performance Contract are being met, regardless of the guarantee status. Meets with the customer on a regular basis to provide consultation on these items. Trains customer staff on energy conservation measures, non-energy performance items, problem diagnosis, and their contractual obligations to achieve guaranteed savings. Promotes additional Solutions offerings to support customer's needs. Oversees the management of Measurement and Verification PSAs booked in the Solutions Branch, ensuring all Solutions commitments and contractual obligations are met, ultimately to support the success of the guarantee. Verifies the performance of Measurement and Verification PSAs and ensures overall customer satisfaction. Uses standard Johnson Controls tools to identify and calculate Base Line Adjustments as building use changes or equipment is added or removed. Consults with the customer on changes identified to prepare the customer for the resulting budget impact and to ensure comprehension adjustments before they're factored in and presented. In the event of a potential shortfall, notifies the Performance Assurance Manager immediately to put in place a plan for proper resolution. Promotes and utilizes the NISC Bill Payment and Analysis Tool/Service, Remote Measurement and Verification Monitoring/ECM. Performs other duties as required.

Knowledge/Skills: Experience in HVAC, Performance Contracting, Utility report writing and business writing or 5 years of proven business operations performance. Proficient in MS Office products, e-mail and Internet. Experienced with PC equipment (i.e., modems, networks, zip drives, CD-RW). Strong statistical analysis and excellent interpersonal communication, analytical and sound business writing skills required.

Minimum Education/Experience: Bachelor Degree in Engineering, Engineering Technology or equivalent. 5 - 8 years related experience or equivalent combination of education and experience. Possession of Certified Energy Manager (CEM) and Certified Measurement and Verification Professional (CMPV) certificate are mandatory.

Program Manager I

Functional Responsibility: Develops and executes initial delivery/task orders and insure compliance under the contract terms and conditions. Responsible for staffing and managing all site resources. This includes training on the latest Government Regulations, Government Processes and employee development as required to execute business secured. Identifies resources and technical



competencies needed to provide the scope of services described above for large and complex government sites. Stays current on where the greatest area of interest is by the Federal Government in ESPC technical approach and technologies and continuously evaluates and Recommends how JCI can improve and expand our proposal scope. Establishes standards and procedures for all site based activities. Participates in standards development for other activities of the Government Business Unit. Continuously evaluates resource requirements and advises the team on capacity issues. Assists in strategy development and presenting detailed proposals for IDIQ contracts and delivery/task orders as required. Ensures that the Measurement and Verification Protocol (savings guarantee) responsibility is fulfilled at each facility or site and insures the timely reporting of results to the client/agency and to JCI.

Knowledge/Skills: PE license is a plus along with continuing professional development. Experience of successful management and leadership with emphasis on Federal government construction and facility management. Demonstrated ability to manage a diverse group of internal and external resources to accomplish results under a compressed time schedule.

Minimum Education/Experience: Bachelors of Science degree or equivalent. 2 - 5 years related experience or equivalent combination of education and experience.

Program Manager II

Functional Responsibility: Develops and executes initial delivery/task orders and insure compliance under the contract terms and conditions. Responsible for staffing and managing all site resources. This includes training on the latest Government Regulations, Government Processes and employee development as required to execute business secured. Identifies resources and technical competencies needed to provide the scope of services described above for large and complex government sites. Stays current on where the greatest area of interest is by the Federal Government in ESPC technical approach and technologies and continuously evaluates and Recommends how JCI can improve and expand our proposal scope. Establishes standards and procedures for all site based activities. Participates in standards development for other activities of the Government Business Unit. Continuously evaluates resource requirements and advises the team on capacity issues. Assists in strategy development and presenting detailed proposals for IDIQ contracts and delivery/task orders as required. Ensures that the Measurement and Verification Protocol (savings guarantee) responsibility is fulfilled at each facility or site and insures the timely reporting of results to the client/agency and to JCI.

Knowledge/Skills: PE license is a plus along with continuing professional development. Experience of successful management and leadership with emphasis on Federal government construction and facility management. Demonstrated ability to manage a diverse group of internal and external resources to accomplish results under a compressed time schedule.

Minimum Education/Experience: Bachelors of Science degree or equivalent. 3 - 6 years related experience or equivalent combination of education and experience.

Program Manager III

Functional Responsibility: Develops and executes initial delivery/task orders and insure compliance under the contract terms and conditions. Responsible for staffing and managing all site resources. This includes training on the latest Government Regulations, Government Processes and employee development as required to execute business secured. Identifies resources and technical competencies needed to provide the scope of services described above for large and complex



government sites. Stays current on where the greatest area of interest is by the Federal Government in ESPC technical approach and technologies and continuously evaluates and Recommends how JCI can improve and expand our proposal scope. Establishes standards and procedures for all site based activities. Participates in standards development for other activities of the Government Business Unit. Continuously evaluates resource requirements and advises the team on capacity issues. Assists in strategy development and presenting detailed proposals for IDIQ contracts and delivery/task orders as required. Ensures that the Measurement and Verification Protocol (savings guarantee) responsibility is fulfilled at each facility or site and insures the timely reporting of results to the client/agency and to JCI.

Knowledge/Skills: PE license is a plus along with continuing professional development. Experience of successful management and leadership with emphasis on Federal government construction and facility management. Demonstrated ability to manage a diverse group of internal and external resources to accomplish results under a compressed time schedule.

Minimum Education/Experience: Bachelors of Science degree or equivalent. 4 - 7 years related experience or equivalent combination of education and experience.

Program Manager IV

Functional Responsibility: Develops and executes initial delivery/task orders and insure compliance under the contract terms and conditions. Responsible for staffing and managing all site resources. This includes training on the latest Government Regulations, Government Processes and employee development as required to execute business secured. Identifies resources and technical competencies needed to provide the scope of services described above for large and complex government sites. Stays current on where the greatest area of interest is by the Federal Government in ESPC technical approach and technologies and continuously evaluates and Recommends how JCI can improve and expand our proposal scope. Establishes standards and procedures for all site based activities. Participates in standards development for other activities of the Government Business Unit. Continuously evaluates resource requirements and advises the team on capacity issues. Assists in strategy development and presenting detailed proposals for IDIQ contracts and delivery/task orders as required. Ensures that the Measurement and Verification Protocol (savings guarantee) responsibility is fulfilled at each facility or site and insures the timely reporting of results to the client/agency and to JCI.

Knowledge/Skills: PE license is a plus along with continuing professional development. Experience of successful management and leadership with emphasis on Federal government construction and facility management. Demonstrated ability to manage a diverse group of internal and external resources to accomplish results under a compressed time schedule.

Minimum Education/Experience: Bachelors of Science degree or equivalent. 5 - 8 years related experience or equivalent combination of education and experience.

Project Development Engineer I

Functional Responsibility: Under specific direction, participates as a member of the Project Development Team to achieve department and project objectives. Provides technical, process or financial support to the Project Development team lead and/or Solutions Design Leader during the design process. Assists as needed in developing the customer business case for the conceptual solution. Supports preliminary data collection and modeling as well as the detailed development of projects. Validates assumptions made during solution sales qualification steps. With assistance



from Senior Engineers, works with outside partner(s) and operations team to build both a preliminary and detailed energy savings model, financial model (ROI) scope of work for assigned projects. Assists in preparing proposals and other customer communication documents. Assists in development of customer baselines or benchmarks as needed. Performs on-site data collection at customer facilities required to perform solution design or detailed development tasks. Participates in transition meetings with Operations to ensure project scope and objectives, timeline and customer requirements are properly understood. Fully Utilizes the Solutions Playbook, SOLAR toolset as well as other standard JCI development processes and tools in performing tasks. Responsible for remaining current with relevant engineering or design standards and practices. May provide post-contract design review support. Active participation in relevant professional organizations. Works to secure and maintain relevant professional certifications and licenses (e.g., Professional Engineering license). Responsible for establishing an ongoing partnership with the customer on assigned projects.

Knowledge/Skills: Experience in designing / selling building systems, energy modeling, construction or facility management. Undergrad experience performing building modeling preferred (example IAC program) Possesses strong analytical capabilities and ability to manage tasks associated with small projects. Demonstrates a strong understanding of basic engineering, operational processes, and financial concepts. Has good written and verbal communication skills and is comfortable working in customer-facing situations. Solid computer skills, including an understanding of MS Word, MS Excel, MS PowerPoint and MS Project.

Minimum Education/Experience: Bachelors degree in business, engineering or equivalent. 1 - 4 years related experience or equivalent combination of education and experience.

Project Development Engineer II

Functional Responsibility: Under specific direction, participates as a member of the Project Development Team to achieve department and project objectives. Provides technical, process or financial support to the Project Development team lead and/or Solutions Design Leader during the design process. Assists as needed in developing the customer business case for the conceptual solution. Supports preliminary data collection and modeling as well as the detailed development of projects. Validates assumptions made during solution sales qualification steps. With assistance from Senior Engineers, works with outside partner(s) and operations team to build both a preliminary and detailed energy savings model, financial model (ROI) scope of work for assigned projects. Assists in preparing proposals and other customer communication documents. Assists in development of customer baselines or benchmarks as needed. Performs on-site data collection at customer facilities required to perform solution design or detailed development tasks. Participates in transition meetings with Operations to ensure project scope and objectives, timeline and customer requirements are properly understood. Fully Utilizes the Solutions Playbook, SOLAR toolset as well as other standard JCI development processes and tools in performing tasks. Responsible for remaining current with relevant engineering or design standards and practices. May provide post-contract design review support. Active participation in relevant professional organizations. Works to secure and maintain relevant professional certifications and licenses (e.g., Professional Engineering license). Responsible for establishing an ongoing partnership with the customer on assigned projects.

Knowledge/Skills: Experience in designing / selling building systems, energy modeling, construction or facility management. Undergraduate experience performing building modeling preferred (example IAC program). Entry level function-specific licenses or certifications preferred (e.g., Fundamental of Engineering Certification for Engineering related roles, etc.) Demonstrated subject matter expert (SME) in multiple Facility Improvement Measures required. Demonstrated



vertical market expertise required. Possesses strong analytical capabilities and ability to manage tasks associated with development of projects. Fully competent in analysis and assessment of facility systems. Solid computer skills, including an understanding of MS Word, MS Excel, MS PowerPoint, MS Project, Solutions Architect, EQuest, JC Facts, and NISC benchmarking tools.

Minimum Education/Experience: Bachelors degree in business, engineering or equivalent. CEM Certification Required. 2 - 5 years related experience or equivalent combination of education and experience.

Project Development Engineer III

Functional Responsibility: Under general direction, participates as a member of the Project Development Team to achieve department and project objectives. Contributes engineering, process or financial tasks during both preliminary and detailed development. Responsibility for leading the development of small, non-complex facility improvement measure for assigned projects. Provides technical, process or financial support to the Project Development team lead and or Solutions Design Leader during the design process. Assists as needed in developing the customer business case for the conceptual solution. Leads or supports preliminary data collection and modeling as well as the detailed development of projects. Validates assumptions made during solution sales qualification steps. With assistance from Senior Engineers, works with outside partner(s) and operation's team to build both a preliminary and detailed energy savings model, financial model (ROI), cost estimate and scope of work for assigned. Assists in preparing proposals and other customer communication documents. Utilizes / develops specialized functional expertise as a project development team member. Plays an active role in leading cross-functional teams in the development of specific components of the bundled sale. For Specific Facility Improvement Measures, performs detailed engineering or financial analysis to quantify cost savings or other customer benefits. Assists in technical or financial benchmarking as needed. Leads in the development of customer baselines. Performs on-site data collection at customer facilities required to perform solution design or detailed development tasks. Fully Utilizes the Solutions Playbook, SOLAR toolset as well as other standard JCI development processes and tools in performing tasks. Develops and maintains relationships with suppliers and vendors as well as facility mid-level technical managers. Responsible for remaining current with relevant engineering or design standards and practices. May provide post-contract design review support. Actively participates in relevant professional organizations, takes on lead roles within those organizations. Works to secure and maintain relevant professional certifications and licenses (e.g., Professional Engineering license).

Knowledge/Skills: Experience in designing / selling building systems, energy modeling, construction or facility management. Undergraduate experience performing building modeling preferred (example IAC program). Entry level function-specific licenses or certifications preferred (e.g., Fundamental of Engineering Certification for Engineering related roles, etc.) Demonstrated subject matter expert (SME) in multiple Facility Improvement Measures required. Demonstrated vertical market expertise required. Possesses strong analytical capabilities and ability to manage tasks associated with development of projects. Fully competent in analysis and assessment of facility systems. Solid computer skills, including an understanding of MS Word, MS Excel, MS PowerPoint, MS Project, Solutions Architect, EQuest, JC Facts, and NISC benchmarking tools.

Minimum Education/Experience: Bachelors degree in business, engineering or equivalent. CEM Certification Required. 3 - 6 years related experience or equivalent combination of education and experience.



Project Development Engineer IV

Functional Responsibility: Under general direction, participates as a member of the Project Development Team to achieve department and project objectives. Contributes engineering, process or financial tasks during both preliminary and detailed development. Responsibility for leading the development of small, non-complex facility improvement measure for assigned projects. Provides technical, process or financial support to the Project Development team lead and or Solutions Design Leader during the design process. Assists as needed in developing the customer business case for the conceptual solution. Leads or supports preliminary data collection and modeling as well as the detailed development of projects. Validates assumptions made during solution sales qualification steps. With assistance from Senior Engineers, works with outside partner(s) and operation's team to build both a preliminary and detailed energy savings model, financial model (ROI), cost estimate and scope of work for assigned. Assists in preparing proposals and other customer communication documents. Utilizes / develops specialized functional expertise as a project development team member. Plays an active role in leading cross-functional teams in the development of specific components of the bundled sale. For Specific Facility Improvement Measures, performs detailed engineering or financial analysis to quantify cost savings or other customer benefits. Assists in technical or financial benchmarking as needed. Leads in the development of customer baselines. Performs on-site data collection at customer facilities required to perform solution design or detailed development tasks. Fully Utilizes the Solutions Playbook, SOLAR toolset as well as other standard JCI development processes and tools in performing tasks. Develops and maintains relationships with suppliers and vendors as well as facility mid-level technical managers. Responsible for remaining current with relevant engineering or design standards and practices. May provide post-contract design review support. Actively participates in relevant professional organizations, takes on lead roles within those organizations. Works to secure and maintain relevant professional certifications and licenses (e.g., Professional Engineering license).

Knowledge/Skills: Experience in designing / selling building systems, energy modeling, construction or facility management. Undergraduate experience in performing building modeling preferred (example IAC program). Function-specific licenses or certifications preferred (e.g., Professional Engineering license for engineering-related roles, etc.) MBA or other advanced degree preferred. Demonstrated subject matter expert (SME) in minimum of 20 Facility Improvement Measures required. Possesses strong analytical capabilities and ability to manage tasks associated with development of projects. Fully competent in analysis and assessment of facility systems. Demonstrated ability to lead engineering teams. Solid computer skills, including an understanding of MS Word, MS Excel, MS PowerPoint, MS Project, Solutions Architect, EQuest, JC Facts, and NISC benchmarking tools.

Minimum Education/Experience: Bachelors degree in business, engineering or equivalent. CEM Certification and LEED AP required. 4 - 7 years related experience or equivalent combination of education and experience.

Project Development Engineer V

Functional Responsibility: Under minimal direction, participates as a leader of the Project Development Team to achieve department and project objectives on large projects. Leads engineering, process or financial tasks during both preliminary and detailed development of projects. Performs high level analysis, focused on the breadth of a bundled sale. Supports engineering, process or financial tasks during solution design or during detailed development on



large complex projects. Responsible to establish an ongoing partnership with the customer on assigned projects. Leads and mentors lower level Project Development Engineers. Provides technical, process or financial support to the Project Development team lead and/or Solutions Design Specialist during the design process. Assists as needed in developing the customer business case for the conceptual solution. Leads preliminary data collection and modeling efforts for assigned opportunities. Validates assumptions made during solution design. Builds a detailed development budget and scope. Works with operations team and outside partners to develop project estimate and scope of work, as well as a preliminary and detailed energy savings and financial model (ROI). Assists in preparing proposals and other customer communication documents. Utilizes specialized functional expertise as a project development team member. Acts as domain expert for a specific functional area. Understands the full range of JCI offerings and their applications in customer solutions. Devises multiple offerings to meet specific program requirements as identified by the Solutions Design Specialist. Leads cross-functional teams in the development of multiple components of the bundled sale. Performs detailed engineering or financial analysis to quantify cost savings or other customer benefits. Assists in technical or financial benchmarking as needed. Leads in the development of customer baselines. Provides risk analysis for the complete solution. Presents to technical buyer as required. Assists in presentations to economic buyers or C-level clients. Participates in transition meetings with Operations to ensure project scope and objectives, timeline and customer requirements are properly understood. Responsibility for creating and managing budgets, timelines, and quality of assigned opportunities. Fully utilizes the Solutions Playbook, SOLAR toolset as well as other using standard JCI development processes and tools in performing tasks as well as in mentoring others. Develops and maintains relationships with suppliers and vendors as well as facility mid-level technical managers. Responsible for remaining current with relevant engineering or design standards and practices. Mentors less experienced Program Development staff. May provide post-contract design review support. Actively participates in relevant professional organizations, takes on leads roles within those organizations. Maintains relevant professional certifications and licenses (e.g., Professional Engineering license).

Knowledge/Skills: Experience in designing / selling building systems, energy modeling, construction or facility management. Undergraduate experience in performing building modeling preferred (example IAC program). Function-specific licenses or certifications preferred (e.g., Professional Engineering license for engineering-related roles, etc.) MBA or other advanced degree preferred. Demonstrated subject matter expert (SME) in minimum of 20 Facility Improvement Measures required. Possesses strong analytical capabilities and ability to manage tasks associated with development of projects. Fully competent in analysis and assessment of facility systems. Demonstrated ability to lead engineering teams. Has excellent written and verbal communication skills and is comfortable working in customer-facing situations. Solid computer skills, including an understanding of MS Word, MS Excel, MS PowerPoint, MS Project, Solutions Architect, EQuest, JC Facts, and NISC benchmarking tools.

Minimum Education/Experience: Bachelors degree in business, engineering or equivalent. CEM Certification and LEED AP required. 5 - 8 years related experience or equivalent combination of education and experience.

Project Development Engineer Sr

Functional Responsibility: Leads the Project Development Team to achieve department and project objectives on large, complex, high-risk projects. Leads engineering, process or financial tasks during both preliminary and detailed development of projects. Performs high-level analysis on more complex technical and financial elements, focused on the breadth of bundled programs.



Supports engineering, process or financial tasks during solution design. Responsible to establish an ongoing partnership with the customer on assigned projects. Leads and mentors lower level Project Development Engineers. Provides technical, process or financial support to the Solution Design Specialist during the design process. Assists as needed in developing the customer business case for the conceptual solution. Leads preliminary Data collection and Modeling efforts for assigned opportunities. Leads or supports detailed development of large projects. Validates assumptions made during solution design. Works with operations team and outside partners to develop project estimate and scope of work as well as a preliminary and detailed energy savings and financial model (ROI) for assigned projects. Assists in preparing proposals and other customer communication documents. Utilizes specialized functional expertise as a project development team member. Has a high degree of technical competence in multiple functional areas, capable of assessing design risk and being accountable for all elements of large projects. Understands the full range of JCI offerings and their applications in customer solutions. Devises alternative offerings to meet specific program requirements as identified by the Solutions Design Specialist. Leads cross-functional teams in the development of multiple components of the bundled sale. Performs detailed engineering or financial analysis to quantify cost savings or other customer benefits. Assists in technical or financial benchmarking as needed. Leads in the development of customer baselines. Provides risk analysis for the complete solution. Leads the presentation to the C-level or economic client as needed. Represents the development team in operational reviews of large or technically complex programs. Responsible for creating and managing budgets, timelines, and quality of projects. Fully utilizes the Solutions Playbook, SOLAR toolset as well as others using standard JCI development processes and tools in performing tasks as well as in mentoring others. Develops and maintains relationships with suppliers and vendors as well as facility mid-level technical and financial managers. Responsible for remaining current with relevant engineering or design standards and practices. May provide post-contract design review support. Actively participates in relevant professional organizations, takes on leads roles within those organizations. Maintains relevant professional certifications and licenses (e.g., Professional Engineering license).

Knowledge/Skills: Proven leader in designing / selling building systems, energy modeling, construction or facility management. Undergrad experience performing building modeling preferred (example IAC program) CEM Certification and LEED AP Required. Function-specific licenses or certifications preferred (e.g., Professional Engineering license for engineering-related roles, etc.) MBA or other advanced degree preferred. Demonstrated subject matter expert (SME) in a minimum of 40 Facility Improvement Measures required. Demonstrated vertical market expertise required. Possess strong analytical capabilities and ability to manage tasks associated with development of projects. Fully competent in analysis and assessment of facility systems. Demonstrated ability to lead engineering teams. Has Demonstrated excellent written and verbal communication skills and is comfortable working in customer-facing situations. Solid computer skills, including an understanding of MS Word, MS Excel, MS PowerPoint, MS Project, Solutions Architect, EQuest, JC Facts, and NISC benchmarking tools.

Minimum Education/Experience: Bachelors degree in business, engineering or equivalent. CEM Certification and LEED AP required. 6 - 9 years related experience or equivalent combination of education and experience.

Project Manager I

Functional Responsibility: Acts as the primary on-site leader for execution teams on small projects. Develops project schedules and executes according to plan for assigned projects. Evaluates the contractual scope of work and the impact of client issued bulletins, field directives and / or scheduling changes. Performs associated cost estimates, prepares proposals and



negotiates final settlement price and customer acceptance. Manages costs, billings and collections. Completes project billings in a timely and accurate format to the client. Reviews and interprets contract Terms and Conditions. Analyzes financial reporting systems and project schedules to proactively address potential problems. Effectively communicates project progress, issues and financial status to management as required. Manages risks and establishes project recovery plans when required. Resolves disputes with minimal need for escalation. Negotiates, prepares and issues subcontracts. Ensures project document controls are in compliance with contract requirements and JCI standards. Oversees project construction for compliance with specifications, local codes and installation techniques. Manages the selection, ordering, and delivery schedule of materials to be procured for the projects assigned. Develops and maintains viable long-term relationships with customers, consultants, prime contractors and subcontractors. Attends job progress meetings as required. Ensures subcontractors understand expectations of the project. Coordinates with the Regional Installation Manager and / or Systems Team Leader for allocation of resources needed to meet project objectives. Ensures any engineering and commissioning performed by the field team is in accordance with established standards. Facilitates escalation of product related problems. Coordinates customer-training requirements.

Knowledge/Skills: Direct project management experience in the Building Construction Industry. Demonstrated verbal and written communication skills. Must have the ability to communicate technical material to a non-technical audience. Proficient in Project Management software and financial accounting systems. Strong Personal Computer working capabilities in MS Office (excel, word, power point), Adobe Writer, Visio and basic Windows environment.

Minimum Education/Experience: Bachelors degree in Construction, Civil, Mechanical, Electrical Engineering, Construction Management or Architecture. 2 - 5 years related experience or equivalent combination of education and experience.

Project Manager II

Functional Responsibility: Acts as the primary on-site leader for execution teams on small to mid-size projects. Develops project schedules and executes according to plan for assigned projects. Evaluates the contractual scope of work and the impact of client issued bulletins, field directives and / or scheduling changes. Performs associated cost estimates, prepares proposals and negotiates final settlement price and customer acceptance. Manages costs, billings and collections. Completes project billings in a timely and accurate format to the client. Reviews and interprets contract Terms and Conditions. Analyzes financial reporting systems and project schedules to proactively address potential problems. Effectively communicates project progress, issues and financial status to management as required. Manages risks and establishes project recovery plans when required. Resolves disputes with minimal need for escalation. Negotiates, prepares and issues subcontracts. Ensures project document controls are in compliance with contract requirements and JCI standards. Oversees project construction for compliance with specifications, local codes and installation techniques. Manages the selection, ordering, and delivery schedule of materials to be procured for the projects assigned. Develops and maintains viable long-term relationships with customers, consultants, prime contractors and subcontractors. Attends job progress meetings as required. Ensures subcontractors understand expectations of the project. Coordinates with the Regional Installation Manager and / or Systems Team Leader for allocation of resources needed to meet project objectives. Ensures any engineering and commissioning performed by the field team is in accordance with established standards. Facilitates escalation of product related problems. Coordinates customer-training requirements.

Knowledge/Skills: Direct project management experience in the Building Construction Industry. Demonstrated verbal and written communication skills. Must have the ability to communicate



technical material to a non-technical audience. Proficient in Project Management software and financial accounting systems. Strong Personal Computer working capabilities in MS Office (excel, word, power point), Adobe Writer, Visio and basic Windows environment.

Minimum Education/Experience: Bachelors degree in Construction, Civil, Mechanical, Electrical Engineering, Construction Management or Architecture. 3 - 6 years related experience or equivalent combination of education and experience.

Project Manager III

Functional Responsibility: Acts as the primary on-site leader for execution teams on mid-size projects. Develops project schedules and executes according to plan for assigned projects. Evaluates the contractual scope of work and the impact of client issued bulletins, field directives and / or scheduling changes. Actively pursues additional work through change orders. Performs associated cost estimates, prepares proposals and negotiates final settlement price and customer acceptance. Manages costs, billings and collections. Completes project billings in a timely and accurate format to the client. Maintains profitability goals and positive cash flow. Reviews and interprets contract Terms and Conditions. Analyzes financial reporting systems and project schedules to proactively address potential problems. Effectively communicates project progress, issues and financial status to management as required. Manages risks and establishes project recovery plans when required. Resolves disputes with minimal need for escalation. Negotiates, prepares and issues subcontracts. Ensures project document controls are in compliance with contract requirements and JCI standards. Oversees project construction for compliance with specifications, local codes and installation techniques. Manages the selection, ordering, and delivery schedule of materials to be procured for the projects assigned. Develops and maintains viable long-term relationships with customers, consultants, prime contractors and subcontractors. Attends job progress meetings as required. Ensures subcontractors understand expectations of the project. Coordinates with the Regional Installation Manager and / or Systems Team Leader for allocation of resources needed to meet project objectives. Ensures any engineering and commissioning performed by the field team is in accordance with established standards. Facilitates escalation of product related problems. Coordinates customer-training requirements.

Knowledge/Skills: Direct project management experience in the Building Construction Industry. Demonstrated verbal and written communication skills. Must have the ability to communicate technical material to a non-technical audience. Proficient in Project Management software and financial accounting systems. Strong Personal Computer working capabilities in MS Office (excel, word, power point), Adobe Writer, Visio and basic Windows environment.

Minimum Education/Experience: Bachelors degree in Construction, Civil, Mechanical, Electrical Engineering, Construction Management or Architecture. 4 - 7 years related experience or equivalent combination of education and experience.

Project Manager IV

Functional Responsibility: Acts as the primary on-site leader for execution teams on mid-size to large projects. Develops project schedules and executes according to plan for assigned projects. Evaluates the contractual scope of work and the impact of client issued bulletins, field directives and / or scheduling changes. Actively pursues additional work through change orders. Performs associated cost estimates, prepares proposals and negotiates final settlement price and customer acceptance. Manages costs, billings and collections. Completes project billings in a timely and accurate format to the client. Maintains profitability goals and positive cash flow. Reviews and

interprets contract Terms and Conditions. Analyzes financial reporting systems and project schedules to proactively address potential problems. Effectively communicates project progress, issues and financial status to management as required. Manages risks and establishes project recovery plans when required. Resolves disputes with minimal need for escalation. Negotiates, prepares and issues subcontracts. Ensures project document controls are in compliance with contract requirements and JCI standards. Oversees project construction for compliance with specifications, local codes and installation techniques. Manages the selection, ordering, and delivery schedule of materials to be procured for the projects assigned. Develops and maintains viable long-term relationships with customers, consultants, prime contractors and subcontractors. Attends job progress meetings as required. Ensures subcontractors understand expectations of the project. Coordinates with the Regional Installation Manager and / or Systems Team Leader for allocation of resources needed to meet project objectives. Ensures any engineering and commissioning performed by the field team is in accordance with established standards. Facilitates escalation of product related problems. Coordinates customer-training requirements.

Knowledge/Skills: Direct project management experience in the Building Construction Industry. Able to execute projects of higher project and contract complexity. Experience in dealing with a large and diverse number of simultaneous challenges, requiring knowledge of many different disciplines. Demonstrated verbal and written communication skills. Must have the ability to communicate technical material to a non-technical audience. Proficient in Project Management software and financial accounting systems. Strong Personal Computer working capabilities in MS Office (excel, word, power point), Adobe Writer, Visio and basic Windows environment.

Minimum Education/Experience: Bachelors degree in Construction, Civil, Mechanical, Electrical Engineering, Construction Management or Architecture. 5 - 8 years related experience or equivalent combination of education and experience.

Project Manager V

Functional Responsibility: Acts as the primary on-site leader for execution teams on large projects. Develops project schedules and executes according to plan for assigned projects. Evaluates the contractual scope of work and the impact of client issued bulletins, field directives and / or scheduling changes. Actively pursues additional work through change orders. Performs associated cost estimates, prepares proposals and negotiates final settlement price and customer acceptance. Manages costs, billings and collections. Completes project billings in a timely and accurate format to the client. Maintains profitability goals and positive cash flow. Reviews and interprets contract Terms and Conditions. Analyzes financial reporting systems and project schedules to proactively address potential problems. Effectively communicates project progress, issues and financial status to management as required. Manages risks and establishes project recovery plans when required. Resolves disputes with minimal need for escalation. Negotiates, prepares and issues subcontracts. Ensures project document controls are in compliance with contract requirements and JCI standards. Oversees project construction for compliance with specifications, local codes and installation techniques. Manages the selection, ordering, and delivery schedule of materials to be procured for the projects assigned. Develops and maintains viable long-term relationships with customers, consultants, prime contractors and subcontractors. Attends job progress meetings as required. Ensures subcontractors understand expectations of the project. Coordinates with the Regional Installation Manager and / or Systems Team Leader for allocation of resources needed to meet project objectives. Ensures any engineering and commissioning performed by the field team



is in accordance with established standards. Facilitates escalation of product related problems. Coordinates customer-training requirements.

Knowledge/Skills: Direct project management experience in the Building Construction Industry. Able to execute projects of higher project and contract complexity. Experience in dealing with a large and diverse number of simultaneous challenges, requiring knowledge of many different disciplines. Demonstrated verbal and written communication skills. Must have the ability to communicate technical material to a non-technical audience. Proficient in Project Management software and financial accounting systems. Strong Personal Computer working capabilities in MS Office (excel, word, power point), Adobe Writer, Visio and basic Windows environment.

Minimum Education/Experience: Bachelors degree in Construction, Civil, Mechanical, Electrical Engineering, Construction Management or Architecture. 6 - 9 years related experience or equivalent combination of education and experience.

Proposal Manager I

Functional Responsibility: Responsible for government delivery/task order proposals, IDIQ bid development, post installation reports, commissioning reports, annual M&V reports, as well as developing and maintaining a project document archive system. Coordinates delivery/task order activity with national and regional sales, engineering, development, and project management. Responsible for assuring that the proposal is compliant with RFP/IDIQ requirements, is internally consistent, is of high quality and is in the best interests of the Company. Ensures that all proposal documents are compelling and focused on the client's specific needs and requirements. Ensures that proposal development timelines and budgets are established and the proposal development process is followed. Has final decision-making authority on proposal-related materials. Requires significant hands-on activity in all aspects of proposal development and publishing.

Knowledge/Skills: Federal proposal experience required. Demonstrated knowledge of federal government contracting requirements and company products and services. Have a demonstrated ability to manage complex proposals against tight deadlines. Must have advanced experience with Microsoft Office Suite and desktop publishing.

Minimum Education/Experience: Bachelors degree or equivalent. 2 - 5 years related experience or equivalent combination of education and experience.

Proposal Manager II

Functional Responsibility: Responsible for government delivery/task order proposals, IDIQ bid development, post installation reports, commissioning reports, annual M&V reports, as well as developing and maintaining a project document archive system. Coordinates delivery/task order activity with national and regional sales, engineering, development, and project management. Responsible for assuring that the proposal is compliant with RFP/IDIQ requirements, is internally consistent, is of high quality and is in the best interests of the Company. Ensures that all proposal documents are compelling and focused on the client's specific needs and requirements. Ensures that proposal development timelines and budgets are established and the proposal development process is followed. Has final decision-making authority on proposal-related materials. Requires significant hands-on activity in all aspects of proposal development and publishing.

Knowledge/Skills: Federal proposal experience required. Demonstrated knowledge of federal government contracting requirements and company products and services. Have a demonstrated



ability to manage complex proposals against tight deadlines. Must have advanced experience with Microsoft Office Suite and desktop publishing.

Minimum Education/Experience: Bachelors degree or equivalent. 3 - 6 years related experience or equivalent combination of education and experience.

Proposal Manager III

Functional Responsibility: Responsible for government delivery/task order proposals, IDIQ bid development, post installation reports, commissioning reports, annual M&V reports, as well as developing and maintaining a project document archive system. Coordinates delivery/task order activity with national and regional sales, engineering, development, and project management. Responsible for assuring that the proposal is compliant with RFP/IDIQ requirements, is internally consistent, is of high quality and is in the best interests of the Company. Ensures that all proposal documents are compelling and focused on the client's specific needs and requirements. Ensures that proposal development timelines and budgets are established and the proposal development process is followed. Has final decision-making authority on proposal-related materials. Requires significant hands-on activity in all aspects of proposal development and publishing.

Knowledge/Skills: Federal proposal experience required. Demonstrated knowledge of federal government contracting requirements and company products and services. Have a demonstrated ability to manage complex proposals against tight deadlines. Must have advanced experience with Microsoft Office Suite and desktop publishing.

Minimum Education/Experience: Bachelors degree or equivalent. 4 - 7 years related experience or equivalent combination of education and experience.

Proposal Manager IV

Functional Responsibility: Responsible for government delivery/task order proposals, IDIQ bid development, post installation reports, commissioning reports, annual M&V reports, as well as developing and maintaining a project document archive system. Coordinates delivery/task order activity with national and regional sales, engineering, development, and project management. Responsible for assuring that the proposal is compliant with RFP/IDIQ requirements, is internally consistent, is of high quality and is in the best interests of the Company. Ensures that all proposal documents are compelling and focused on the client's specific needs and requirements. Ensures that proposal development timelines and budgets are established and the proposal development process is followed. Has final decision-making authority on proposal-related materials. Requires significant hands-on activity in all aspects of proposal development and publishing.

Knowledge/Skills: Federal proposal experience required. Demonstrated knowledge of federal government contracting requirements and company products and services. Have a demonstrated ability to manage complex proposals against tight deadlines. Must have advanced experience with Microsoft Office Suite and desktop publishing.

Minimum Education/Experience: Bachelors degree or equivalent. 5 - 8 years related experience or equivalent combination of education and experience.



Quality Control Inspector

Functional Responsibility: Implements the Phased Inspection Process including in process inspections, testing, and corrective actions and project completion. Maintains a proactive relationship with customer and understand business needs of local customer through follow up and on going meetings. Communicates those business needs to JCI management. Must be knowledgeable of applicable building codes, customer requirements and the proposal.

Knowledge/Skills: Practical experience in process and quality improvement including proven ability to deliver a proceduralized system of inspection, testing and commissioning a quality product. In-depth knowledge and experience in implementation and managing of small QA/QC programs for federal government projects or Nuclear facilities. Strong problem solving skills, including but not limited to process mapping, root cause analysis and corrective action skills. Proficient with process mapping tools, Microsoft Project, advanced Excel analysis. Proven statistical analysis skills. Able to deal with customers and others at all levels.

Minimum Education/Experience: Bachelors degree in quality business, engineering or equivalent. 2 - 5 years related experience or equivalent combination of education and experience.

QA/QC Program Development Support/Monitoring I

Functional Responsibility: Executes the Project Quality Plan in accordance the requirements of the contract documents and relative applicable sections of the Federal Acquisition Regulations. Implements project quality related policies and procedures. Implements and manages the Phased Inspection Process including in process inspections, testing, and corrective actions and project completion. Maintains a proactive relationship with customer and understand business needs of local customer through follow up and on going meetings. Communicates those business needs to JCI management. Ensures that personnel performing inspections are qualified and/or possess the required certifications. Prequalifies and assists the Project Manager in the procurement of inspection and testing services from third party vendors. Ensures that all work is performed in compliance with contract requirements and that the quality of workmanship is maintained. Conducts and administers the inspection, testing, and corrective action process. Coordinates inspections by local government agencies and other authorities having jurisdiction. Mentors subcontractors in the utilization and adherence to the quality process. Reviews and approves project submittals for compliance to contract requirements.

Knowledge/Skills: Practical experience in process and quality improvement including proven ability to deliver a proceduralized system of inspection, testing and commissioning a quality product. In-depth knowledge and experience in implementation and managing of small QA/QC programs for federal government projects or Nuclear facilities. Strong problem solving skills, including but not limited to process mapping, root cause analysis and corrective action skills. Proficient with process mapping tools, Microsoft Project, advanced Excel analysis. Proven statistical analysis skills. Able to deal with customers and others at all levels.

Minimum Education/Experience: Bachelors degree in quality, business, engineering or related quantitative/analytical field experience. 2 - 5 years related experience or equivalent combination of education and experience.

QA/QC Program Development Support/Monitoring II

Functional Responsibility: Executes the Project Quality Plan in accordance the requirements of the contract documents and relative applicable sections of the Federal Acquisition Regulations.



Implements project quality related policies and procedures. Implements and manages the Phased Inspection Process including in process inspections, testing, and corrective actions and project completion. Maintains a proactive relationship with customer and understand business needs of local customer through follow up and on going meetings. Communicates those business needs to JCI management. Ensures that personnel performing inspections are qualified and/or possess the required certifications. Prequalifies and assists the Project Manager in the procurement of inspection and testing services from third party vendors. Ensures that all work is performed in compliance with contract requirements and that the quality of workmanship is maintained. Conducts and administers the inspection, testing, and corrective action process. Coordinates inspections by local government agencies and other authorities having jurisdiction. Mentors subcontractors in the utilization and adherence to the quality process. Reviews and approves project submittals for compliance to contract requirements.

Knowledge/Skills: Practical experience in process and quality improvement including proven ability to deliver a proceduralized system of inspection, testing and commissioning a quality product. In-depth knowledge and experience in implementation and managing of small to mid-size QA/QC programs for federal government projects or Nuclear facilities. Strong problem solving skills, including but not limited to process mapping, root cause analysis and corrective action skills. Proficient with process mapping tools, Microsoft Project, advanced Excel analysis. Proven statistical analysis skills. Able to deal with customers and others at all levels.

Minimum Education/Experience: Bachelors degree in quality, business, engineering or related quantitative/analytical field experience. 3 - 6 years related experience or equivalent combination of education and experience.

QA/QC Program Development Support/Monitoring III

Functional Responsibility: Executes the Project Quality Plan in accordance the requirements of the contract documents and relative applicable sections of the Federal Acquisition Regulations. Implements project quality related policies and procedures. Implements and manages the Phased Inspection Process including in process inspections, testing, and corrective actions and project completion. Maintains a proactive relationship with customer and understand business needs of local customer through follow up and on going meetings. Communicates those business needs to JCI management. Ensures that personnel performing inspections are qualified and/or possess the required certifications. Prequalifies and assists the Project Manager in the procurement of inspection and testing services from third party vendors. Ensures that all work is performed in compliance with contract requirements and that the quality of workmanship is maintained. Conducts and administers the inspection, testing, and corrective action process. Coordinates inspections by local government agencies and other authorities having jurisdiction. Mentors subcontractors in the utilization and adherence to the quality process. Reviews and approves project submittals for compliance to contract requirements.

Knowledge/Skills: Practical experience in process and quality improvement including proven ability to deliver a proceduralized system of inspection, testing and commissioning a quality product. In-depth knowledge and experience in implementation and managing of mid-size QA/QC programs for federal government projects or Nuclear facilities. Strong problem solving skills, including but not limited to process mapping, root cause analysis and corrective action skills. Proficient with process mapping tools, Microsoft Project, advanced Excel analysis. Proven statistical analysis skills. Able to deal with customers and others at all levels.



Minimum Education/Experience: Bachelors degree in quality, business, engineering or related quantitative/analytical field experience. 4 - 7 years related experience or equivalent combination of education and experience.

QA/QC Program Development Support/Monitoring IV

Functional Responsibility: Executes the Project Quality Plan in accordance the requirements of the contract documents and relative applicable sections of the Federal Acquisition Regulations. Implements project quality related policies and procedures. Implements and manages the Phased Inspection Process including in process inspections, testing, and corrective actions and project completion. Maintains a proactive relationship with customer and understand business needs of local customer through follow up and on going meetings. Communicates those business needs to JCI management. Ensures that personnel performing inspections are qualified and/or possess the required certifications. Prequalifies and assists the Project Manager in the procurement of inspection and testing services from third party vendors. Ensures that all work is performed in compliance with contract requirements and that the quality of workmanship is maintained. Conducts and administers the inspection, testing, and corrective action process. Coordinates inspections by local government agencies and other authorities having jurisdiction. Mentors subcontractors in the utilization and adherence to the quality process. Reviews and approves project submittals for compliance to contract requirements.

Knowledge/Skills: Practical experience in process and quality improvement including proven ability to deliver a proceduralized system of inspection, testing and commissioning a quality product. In-depth knowledge and experience in implementation and managing of mid-size to large QA/QC programs for federal government projects or Nuclear facilities. Strong problem solving skills, including but not limited to process mapping, root cause analysis and corrective action skills. Proficient with process mapping tools, Microsoft Project, advanced Excel analysis. Proven statistical analysis skills. Able to deal with customers and others at all levels.

Minimum Education/Experience: Bachelors degree in quality, business, engineering or related quantitative/analytical field experience. 5 - 8 years related experience or equivalent combination of education and experience.

QA/QC Program Development Support/Monitoring V

Functional Responsibility: Executes the Project Quality Plan in accordance the requirements of the contract documents and relative applicable sections of the Federal Acquisition Regulations. Implements project quality related policies and procedures. Implements and manages the Phased Inspection Process including in process inspections, testing, and corrective actions and project completion. Maintains a proactive relationship with customer and understand business needs of local customer through follow up and on going meetings. Communicates those business needs to JCI management. Ensures that personnel performing inspections are qualified and/or possess the required certifications. Prequalifies and assists the Project Manager in the procurement of inspection and testing services from third party vendors. Ensures that all work is performed in compliance with contract requirements and that the quality of workmanship is maintained. Conducts and administers the inspection, testing, and corrective action process. Coordinates inspections by local government agencies and other authorities having jurisdiction. Mentors subcontractors in the utilization and adherence to the quality process. Reviews and approves project submittals for compliance to contract requirements.

Knowledge/Skills: Practical experience in process and quality improvement including proven ability to deliver a proceduralized system of inspection, testing and commissioning a quality product. In-depth knowledge and experience in implementation and managing of large QA/QC programs for



federal government projects or Nuclear facilities. Strong problem solving skills, including but not limited to process mapping, root cause analysis and corrective action skills. Proficient with process mapping tools, Microsoft Project, advanced Excel analysis. Proven statistical analysis skills. Able to deal with customers and others at all levels.

Minimum Education/Experience: Bachelors degree in quality, business, engineering or related quantitative/analytical field experience. 6 - 9 years related experience or equivalent combination of education and experience.

QA/QC Program Development Support/Monitoring Sr

Functional Responsibility: Executes the Project Quality Plan in accordance the requirements of the contract documents and relative applicable sections of the Federal Acquisition Regulations. Implements project quality related policies and procedures. Implements and manages the Phased Inspection Process including in process inspections, testing, and corrective actions and project completion. Maintains a proactive relationship with customer and understand business needs of local customer through follow up and on going meetings. Communicates those business needs to JCI management. Ensures that personnel performing inspections are qualified and/or possess the required certifications. Prequalifies and assists the Project Manager in the procurement of inspection and testing services from third party vendors. Ensures that all work is performed in compliance with contract requirements and that the quality of workmanship is maintained. Conducts and administers the inspection, testing, and corrective action process. Coordinates inspections by local government agencies and other authorities having jurisdiction. Mentors subcontractors in the utilization and adherence to the quality process. Reviews and approves project submittals for compliance to contract requirements.

Knowledge/Skills: Practical experience in process and quality improvement including proven ability to deliver a proceduralized system of inspection, testing and commissioning a quality product. In-depth knowledge and experience in implementation and managing of large QA/QC programs for federal government projects or Nuclear facilities. Strong problem solving skills, including but not limited to process mapping, root cause analysis and corrective action skills. Proficient with process mapping tools, Microsoft Project, advanced Excel analysis. Proven statistical analysis skills. Able to deal with customers and others at all levels.

Minimum Education/Experience: Bachelors degree in quality, business, engineering or related quantitative/analytical field experience. 7 - 10 years related experience or equivalent combination of education and experience.

Safety Program Development Support/Monitoring I

Functional Responsibility: Issuance of Stop Work if safety standards are not met. Monitoring employee compliance with the applicable safety and health requirements. Coordinating the workers' compensation insurance reporting requirements. Develops and maintains project safety, health, and environmental files, including training, Lost Time reporting, First Aid Reporting, records of Inspections, and Exposure Reporting. Providing information to employees and subcontractors regarding emergency response requirements. Posting safety notices, bulletins and emergency information in designated areas. Coordinates and Maintains project MSDS program. Provides all Safety reporting including corporate, project and client required safety-reporting requirements. Conducting safety and health General Employee Training (GET) and required training for visitors and employees as well as worker training for items such as Confined Space, Electrical Hot Work, Hot Work, Lift Plans and other specific and specialized training. Analyze project plans,



specifications and construction methods to determine accident exposures and develop specific countermeasures for the prevention of accidents. Develop any special safety program required by the contract. Oversee and ensure that Johnson Controls and Subcontractor Supervisory personnel implement a program of employee education and training in accident prevention. This includes reviews of training and other safety related documentation.

Knowledge/Skills: Must have completed the 30- hour OSHA Construction safety training or an approved equivalent. In-depth knowledge and experience in implementation and managing of Safety programs for federal government projects. Strong problem solving skills, including but not limited to process mapping, root cause analysis and corrective action skills. Proficient with process mapping tools, advanced Excel analysis, Microsoft Word and Microsoft Power Point. Proven statistical analysis skills. Able to deal with customers and others at all levels.

Minimum Education/Experience: Bachelors degree or equivalent. 2 - 5 years related experience or equivalent combination of education and experience.

Safety Program Development Support/Monitoring II

Functional Responsibility: Issuance of Stop Work if safety standards are not met. Monitoring employee compliance with the applicable safety and health requirements. Coordinating the workers' compensation insurance reporting requirements. Develops and maintains project safety, health, and environmental files, including training, Lost Time reporting, First Aid Reporting, records of Inspections, and Exposure Reporting. Providing information to employees and subcontractors regarding emergency response requirements. Posting safety notices, bulletins and emergency information in designated areas. Coordinates and Maintains project MSDS program. Provides all Safety reporting including corporate, project and client required safety-reporting requirements. Conducting safety and health General Employee Training (GET) and required training for visitors and employees as well as worker training for items such as Confined Space, Electrical Hot Work, Hot Work, Lift Plans and other specific and specialized training. Analyze project plans, specifications and construction methods to determine accident exposures and develop specific countermeasures for the prevention of accidents. Develop any special safety program required by the contract. Oversee and ensure that Johnson Controls and Subcontractor Supervisory personnel implement a program of employee education and training in accident prevention. This includes reviews of training and other safety related documentation.

Knowledge/Skills: Must have completed the 30- hour OSHA Construction safety training or an approved equivalent. In-depth knowledge and experience in implementation and managing of Safety programs for federal government projects. Strong problem solving skills, including but not limited to process mapping, root cause analysis and corrective action skills. Proficient with process mapping tools, advanced Excel analysis, Microsoft Word and Microsoft Power Point. Proven statistical analysis skills. Able to deal with customers and others at all levels.

Minimum Education/Experience: Bachelors degree or equivalent. 3 - 6 years related experience or equivalent combination of education and experience.

Safety Program Development Support/Monitoring III

Functional Responsibility: Issuance of Stop Work if safety standards are not met. Monitoring employee compliance with the applicable safety and health requirements. Coordinating the workers' compensation insurance reporting requirements. Develops and maintains project safety, health, and environmental files, including training, Lost Time reporting, First Aid Reporting, records



of Inspections, and Exposure Reporting. Providing information to employees and subcontractors regarding emergency response requirements. Posting safety notices, bulletins and emergency information in designated areas. Coordinates and Maintains project MSDS program. Provides all Safety reporting including corporate, project and client required safety-reporting requirements. Conducting safety and health General Employee Training (GET) and required training for visitors and employees as well as worker training for items such as Confined Space, Electrical Hot Work, Hot Work, Lift Plans and other specific and specialized training. Analyze project plans, specifications and construction methods to determine accident exposures and develop specific countermeasures for the prevention of accidents. Develop any special safety program required by the contract. Oversee and ensure that Johnson Controls and Subcontractor Supervisory personnel implement a program of employee education and training in accident prevention. This includes reviews of training and other safety related documentation.

Knowledge/Skills: Must have completed the 30- hour OSHA Construction safety training or an approved equivalent. In-depth knowledge and experience in implementation and managing of Safety programs for federal government projects. Strong problem solving skills, including but not limited to process mapping, root cause analysis and corrective action skills. Proficient with process mapping tools, advanced Excel analysis, Microsoft Word and Microsoft Power Point. Proven statistical analysis skills. Able to deal with customers and others at all levels.

Minimum Education/Experience: Bachelors degree or equivalent. 4 - 7 years related experience or equivalent combination of education and experience.

Safety Program Development Support/Monitoring IV

Functional Responsibility: Issuance of Stop Work if safety standards are not met. Monitoring employee compliance with the applicable safety and health requirements. Coordinating the workers' compensation insurance reporting requirements. Develops and maintains project safety, health, and environmental files, including training, Lost Time reporting, First Aid Reporting, records of Inspections, and Exposure Reporting. Providing information to employees and subcontractors regarding emergency response requirements. Posting safety notices, bulletins and emergency information in designated areas. Coordinates and Maintains project MSDS program. Provides all Safety reporting including corporate, project and client required safety-reporting requirements. Conducting safety and health General Employee Training (GET) and required training for visitors and employees as well as worker training for items such as Confined Space, Electrical Hot Work, Hot Work, Lift Plans and other specific and specialized training. Analyze project plans, specifications and construction methods to determine accident exposures and develop specific countermeasures for the prevention of accidents. Develop any special safety program required by the contract. Oversee and ensure that Johnson Controls and Subcontractor Supervisory personnel implement a program of employee education and training in accident prevention. This includes reviews of training and other safety related documentation.

Knowledge/Skills: Must have completed the 30- hour OSHA Construction safety training or an approved equivalent. In-depth knowledge and experience in implementation and managing of Safety programs for federal government projects. Strong problem solving skills, including but not limited to process mapping, root cause analysis and corrective action skills. Proficient with process mapping tools, advanced Excel analysis, Microsoft Word and Microsoft Power Point. Proven statistical analysis skills. Able to deal with customers and others at all levels.

Minimum Education/Experience: Bachelors degree or equivalent. 5 - 8 years related experience or equivalent combination of education and experience.



Safety Program Development Support/Monitoring V

Functional Responsibility: Issuance of Stop Work if safety standards are not met. Monitoring employee compliance with the applicable safety and health requirements. Coordinating the workers' compensation insurance reporting requirements. Develops and maintains project safety, health, and environmental files, including training, Lost Time reporting, First Aid Reporting, records of Inspections, and Exposure Reporting. Providing information to employees and subcontractors regarding emergency response requirements. Posting safety notices, bulletins and emergency information in designated areas. Coordinates and Maintains project MSDS program. Provides all Safety reporting including corporate, project and client required safety-reporting requirements. Conducting safety and health General Employee Training (GET) and required training for visitors and employees as well as worker training for items such as Confined Space, Electrical Hot Work, Hot Work, Lift Plans and other specific and specialized training. Analyze project plans, specifications and construction methods to determine accident exposures and develop specific countermeasures for the prevention of accidents. Develop any special safety program required by the contract. Oversee and ensure that Johnson Controls and Subcontractor Supervisory personnel implement a program of employee education and training in accident prevention. This includes reviews of training and other safety related documentation.

Knowledge/Skills: Must have completed the 30- hour OSHA Construction safety training or an approved equivalent. In-depth knowledge and experience in implementation and managing of Safety programs for federal government projects. Strong problem solving skills, including but not limited to process mapping, root cause analysis and corrective action skills. Proficient with process mapping tools, advanced Excel analysis, Microsoft Word and Microsoft Power Point. Proven statistical analysis skills. Able to deal with customers and others at all levels.

Minimum Education/Experience: Bachelors degree or equivalent. 6 - 9 years related experience or equivalent combination of education and experience.

Solutions Development Leader I

Functional Responsibility: Develops the initial Scope Budget and Timeline assessment during the Qualify phase. Acts as the Opportunity Project Manager point of contact for the sales team throughout the design on assigned projects. Regional champion responsible for ensuring BBP practices are being followed as well as an active contributor to the Solutions Playbook. For large, complex, or high opportunity projects, leads teams of subject matter experts, development engineers, and strategic partners to establish the conceptual solution, accurately develop it within projected costs and schedule, and provides a final solution consistent with customer's procurement process. Prepares preliminary business case analyses quantifying the benefits of the proposed Solution in the language specific to that VM / region. Networks with the VM Director and Regional Project Development Manager, and other SDLs to leverage the best solution approaches developed within the organization resulting in the team achieving metric goals around bundle size increase, sales cycle time reduction, reduction in development costs, as well as improvement in secured margins. Ensures a smooth transition throughout Design activities and into Build section of our processes. Assists as needed in presenting the evolving business case to the customer throughout the solution design process. Participates in appropriate professional organizations and builds relationships within customer organizations. Actively identifies and documents new solution approaches and supports other members of the team in exchanging knowledge and applying best practices. Has VM specialization and stays actively engaged in that market internally and externally to JCI.



Knowledge/Skills: Experience in engineering, construction, and facility operations, with excellent knowledge of building-related systems and services. Possesses an advanced understanding of JCI's capabilities and the conceptual skills to solve important customer problems. Must have solid knowledge of the regulatory, legislative and business environment in the specific VM. Possesses strong project management skills for managing large development projects with diverse resources. Excellent presentation and communication skills required. Strong conceptual skills required for developing innovative solution designs. Has excellent customer-facing skills and is comfortable presenting at the C-level. Strong team leader, able to quickly assemble and manage a solution development team as required. Has excellent business analysis skills used to create compelling business cases. Third-party technical or business certifications related to the assigned vertical market desirable. Possesses solid working knowledge of common computer and JCI applications (e.g., MS Word, MS Excel, MS PowerPoint, MS Project, (For SDL II also requires, Solutions Architect, Value Tracker, IIS, TAS etc.).

Minimum Education/Experience: Bachelors degree or equivalent. CEM Certification and LEED AP required. 7 - 10 years related experience or equivalent combination of education and experience.

Solutions Development Leader II

Functional Responsibility: Develops the initial Scope Budget and Timeline assessment during the Qualify phase. Acts as the Opportunity Project Manager point of contact for the sales team throughout the design on assigned projects. Regional champion responsible for ensuring BBP practices are being followed as well as an active contributor to the Solutions Playbook. For large, complex, or high opportunity projects, leads teams of subject matter experts, development engineers, and strategic partners to establish the conceptual solution, accurately develop it within projected costs and schedule, and provides a final solution consistent with customer's procurement process. Prepares preliminary business case analyses quantifying the benefits of the proposed Solution in the language specific to that VM / region. Networks with the VM Director and Regional Project Development Manager, and other SDLs to leverage the best solution approaches developed within the organization resulting in the team achieving metric goals around bundle size increase, sales cycle time reduction, reduction in development costs, as well as improvement in secured margins. Ensures a smooth transition throughout Design activities and into Build section of our processes. Assists as needed in presenting the evolving business case to the customer throughout the solution design process. Participates in appropriate professional organizations and builds relationships within customer organizations. Actively identifies and documents new solution approaches and supports other members of the team in exchanging knowledge and applying best practices. Has VM specialization and stays actively engaged in that market internally and externally to JCI.

Knowledge/Skills: Experience in engineering, construction, and facility operations, with excellent knowledge of building-related systems and services. Possesses an advanced understanding of JCI's capabilities and the conceptual skills to solve important customer problems. Must have solid knowledge of the regulatory, legislative and business environment in the specific VM. Possesses strong project management skills for managing large development projects with diverse resources. Excellent presentation and communication skills required. Strong conceptual skills required for developing innovative solution designs. Has excellent customer-facing skills and is comfortable presenting at the C-level. Strong team leader, able to quickly assemble and manage a solution development team as required. Has excellent business analysis skills used to create compelling business cases. Third-party technical or business certifications related to the assigned vertical market desirable. Possesses solid working knowledge of common computer and JCI applications



(e.g., MS Word, MS Excel, MS PowerPoint, MS Project, (For SDL II also requires, Solutions Architect, Value Tracker, IIS, TAS etc.).

Minimum Education/Experience: Bachelors degree or equivalent. CEM Certification and LEED AP required. 8 - 11 years related experience or equivalent combination of education and experience.

Solutions Development Leader III

Functional Responsibility: Develops the initial Scope Budget and Timeline assessment during the Qualify phase. Acts as the Opportunity Project Manager point of contact for the sales team throughout the design on assigned projects. Regional champion responsible for ensuring BBP practices are being followed as well as an active contributor to the Solutions Playbook. For large, complex, or high opportunity projects, leads teams of subject matter experts, development engineers, and strategic partners to establish the conceptual solution, accurately develop it within projected costs and schedule, and provides a final solution consistent with customer's procurement process. Prepares preliminary business case analyses quantifying the benefits of the proposed Solution in the language specific to that VM / region. Networks with the VM Director and Regional Project Development Manager, and other SDLs to leverage the best solution approaches developed within the organization resulting in the team achieving metric goals around bundle size increase, sales cycle time reduction, reduction in development costs, as well as improvement in secured margins. Ensures a smooth transition throughout Design activities and into Build section of our processes. Assists as needed in presenting the evolving business case to the customer throughout the solution design process. Participates in appropriate professional organizations and builds relationships within customer organizations. Actively identifies and documents new solution approaches and supports other members of the team in exchanging knowledge and applying best practices. Has VM specialization and stays actively engaged in that market internally and externally to JCI.

Knowledge/Skills: Experience in engineering, construction, and facility operations, with excellent knowledge of building-related systems and services. Possesses an advanced understanding of JCI's capabilities and the conceptual skills to solve important customer problems. Must have solid knowledge of the regulatory, legislative and business environment in the specific VM. Possesses strong project management skills for managing large development projects with diverse resources. Excellent presentation and communication skills required. Strong conceptual skills required for developing innovative solution designs. Has excellent customer-facing skills and is comfortable presenting at the C-level. Strong team leader, able to quickly assemble and manage a solution development team as required. Has excellent business analysis skills used to create compelling business cases. Third-party technical or business certifications related to the assigned vertical market desirable. Possesses solid working knowledge of common computer and JCI applications (e.g., MS Word, MS Excel, MS PowerPoint, MS Project, (For SDL II also requires, Solutions Architect, Value Tracker, IIS, TAS etc.).

Minimum Education/Experience: Bachelors degree or equivalent. CEM Certification and LEED AP required. 9 - 12 years related experience or equivalent combination of education and experience.

Solutions Development Leader IV

Functional Responsibility: Develops the initial Scope Budget and Timeline assessment during the Qualify phase. Acts as the Opportunity Project Manager point of contact for the sales team throughout the design on assigned projects. Regional champion responsible for ensuring BBP practices are being followed as well as an active contributor to the Solutions Playbook. For large,

complex, or high opportunity projects, leads teams of subject matter experts, development engineers, and strategic partners to establish the conceptual solution, accurately develop it within projected costs and schedule, and provides a final solution consistent with customer's procurement process. Prepares preliminary business case analyses quantifying the benefits of the proposed Solution in the language specific to that VM / region. Networks with the VM Director and Regional Project Development Manager, and other SDLs to leverage the best solution approaches developed within the organization resulting in the team achieving metric goals around bundle size increase, sales cycle time reduction, reduction in development costs, as well as improvement in secured margins. Ensures a smooth transition throughout Design activities and into Build section of our processes. Assists as needed in presenting the evolving business case to the customer throughout the solution design process. Participates in appropriate professional organizations and builds relationships within customer organizations. Actively identifies and documents new solution approaches and supports other members of the team in exchanging knowledge and applying best practices. Has VM specialization and stays actively engaged in that market internally and externally to JCI.

Knowledge/Skills: Experience in engineering, construction, and facility operations, with excellent knowledge of building-related systems and services. Possesses an advanced understanding of JCI's capabilities and the conceptual skills to solve important customer problems. Must have solid knowledge of the regulatory, legislative and business environment in the specific VM. Possesses strong project management skills for managing large development projects with diverse resources. Excellent presentation and communication skills required. Strong conceptual skills required for developing innovative solution designs. Has excellent customer-facing skills and is comfortable presenting at the C-level. Strong team leader, able to quickly assemble and manage a solution development team as required. Has excellent business analysis skills used to create compelling business cases. Third-party technical or business certifications related to the assigned vertical market desirable. Possesses solid working knowledge of common computer and JCI applications (e.g., MS Word, MS Excel, MS PowerPoint, MS Project, (For SDL II also requires, Solutions Architect, Value Tracker, IIS, TAS etc.).

Minimum Education/Experience: Bachelors degree or equivalent. CEM Certification and LEED AP required. 10 - 13 years related experience or equivalent combination of education and experience.

Sub-Contract Administrator

Functional Responsibility: Under general direction of the Contract Manager, maintains current database of all subcontracts. Identify requirements under the contracts and alert Government Systems' Sales and Operations staff to resolve open issues. Coordinates with Systems and Services locations to ensure completeness of subcontracting documents. Issues subcontracts to branches supporting Government Solutions projects. Issues certificates of insurance to government contracting officers, and orders bonds from bonding companies. Coordinates with Systems and Services locations and Government Contracting Officers to ensure prompt settlement of inter-company payments and proper billing. Includes tracking work completed and paying invoices for branch work. Invoices and coordinate with Government Payment Offices to ensure prompt payment and reduce outstanding receivables. Interfaces with Government auditors and Systems and Services locations to resolve open audit issues. Issue monthly reminders of Measurement and Verification reports due. Perform other related duties as assigned.

Knowledge/Skills: Experience in Contract Administration or Accounting, preferably related to doing business with the Federal Government.

Minimum Education/Experience: Bachelors degree in Business Administration or Accounting. 2 - 5 years related experience or equivalent combination of education and experience.



Sub-Contract Administrator Sr

Functional Responsibility: Under general direction of the Contract Manager, establishes a database of all subcontracts. Identify requirements under the contracts and alert Government Systems' Sales and Operations staff to resolve open issues. Coordinates with Systems and Services locations to ensure completeness of subcontracting documents. Issues subcontracts to branches supporting Government Solutions projects. Issues certificates of insurance to government contracting officers, and orders bonds from bonding companies. Coordinates with Systems and Services locations and Government Contracting Officers to ensure prompt settlement of inter-company payments and proper billing. Includes tracking work completed and paying invoices for branch work. Invoices and coordinate with Government Payment Offices to ensure prompt payment and reduce outstanding receivables. Interfaces with Government auditors and Systems and Services locations to resolve open audit issues. Issue monthly reminders of Measurement and Verification reports due. Perform other related duties as assigned.

Knowledge/Skills: Experience in Contract Administration or Accounting, preferably related to doing business with the Federal Government.

Minimum Education/Experience: Bachelors degree in Business Administration or Accounting. 4 - 7 years related experience or equivalent combination of education and experience.

Superintendent I

Functional Responsibility: Provides field management and monitors assigned projects to ensure timely delivery and maintain Customer satisfaction. Provides input for related "best practices" with other team members. Coordinates and manages field project activities and personnel for assigned projects in a manner that ensures target margins are maintained, timely project delivery and customer satisfaction is secure. Front line interface with Customer personnel at the field project level. Responsible for issuance, development of related project field documentation. Works closely with the Project Manager and Quality Manager to ensure processes are properly implemented on the project(s). Performs oversight, field inspections, outage coordination and field quality controls activities to ensure proper delivery of the project. Provides input to the marketing team and project management team in developing project scopes of work for new and existing Clients as required. Provides supporting information for the identification, development, issuance and coordination of any Contract modifications and Subcontractor change orders. Works in concert with management team in the selection of subcontractors and vendors. Provides supporting information to the Project Manager for subcontractor and Client invoicing. Is the front line assurance that vendors and subcontractors deliver per applicable project plans and specifications. Provides input for value engineering options for designed and scopes of work.

Knowledge/Skills: Must be familiar with field management of commercial, Industrial or federal projects. Must have computer skills including word processing with additional knowledge in project schedule and cost management required. Must have experience with coordination and management of subcontractors and be familiar with Quality and Safety related programs and processes.

Minimum Education/Experience: High school diploma or equivalent. 0 - 3 years related experience or equivalent combination of education and experience.

Superintendent II



Functional Responsibility: Provides field management and monitors assigned projects to ensure timely delivery and maintain Customer satisfaction. Provides input for related “best practices” with other team members. Coordinates and manages field project activities and personnel for assigned projects in a manner that ensures target margins are maintained, timely project delivery and customer satisfaction is secure. Front line interface with Customer personnel at the field project level. Responsible for issuance, development of related project field documentation. Works closely with the Project Manager and Quality Manager to ensure processes are properly implemented on the project(s). Performs oversight, field inspections, outage coordination and field quality controls activities to ensure proper delivery of the project. Provides input to the marketing team and project management team in developing project scopes of work for new and existing Clients as required. Provides supporting information for the identification, development, issuance and coordination of any Contract modifications and Subcontractor change orders. Works in concert with management team in the selection of subcontractors and vendors. Provides supporting information to the Project Manager for subcontractor and Client invoicing. Is the front line assurance that vendors and subcontractors deliver per applicable project plans and specifications. Provides input for value engineering options for designed and scopes of work.

Knowledge/Skills: Must be familiar with field management of commercial, Industrial or federal projects. Must have computer skills including word processing with additional knowledge in project schedule and cost management required. Must have experience with coordination and management of subcontractors and be familiar with Quality and Safety related programs and processes.

Minimum Education/Experience: High school diploma or equivalent. 1 - 4 years related experience or equivalent combination of education and experience.

Superintendent III

Functional Responsibility: Provides field management and monitors assigned projects to ensure timely delivery and maintain Customer satisfaction. Provides input for related “best practices” with other team members. Coordinates and manages field project activities and personnel for assigned projects in a manner that ensures target margins are maintained, timely project delivery and customer satisfaction is secure. Front line interface with Customer personnel at the field project level. Responsible for issuance, development of related project field documentation. Works closely with the Project Manager and Quality Manager to ensure processes are properly implemented on the project(s). Performs oversight, field inspections, outage coordination and field quality controls activities to ensure proper delivery of the project. Provides input to the marketing team and project management team in developing project scopes of work for new and existing Clients as required. Provides supporting information for the identification, development, issuance and coordination of any Contract modifications and Subcontractor change orders. Works in concert with management team in the selection of subcontractors and vendors. Provides supporting information to the Project Manager for subcontractor and Client invoicing. Is the front line assurance that vendors and subcontractors deliver per applicable project plans and specifications. Provides input for value engineering options for designed and scopes of work.

Knowledge/Skills: Must be familiar with field management of commercial, Industrial or federal projects. Must have computer skills including word processing with additional knowledge in project schedule and cost management required. Must have experience with coordination and management of subcontractors and be familiar with Quality and Safety related programs and processes.



Minimum Education/Experience: High school diploma or equivalent. 2 - 5 years related experience or equivalent combination of education and experience.

Superintendent IV

Functional Responsibility: Provides field management and monitors assigned projects to ensure timely delivery and maintain Customer satisfaction. Provides input for related "best practices" with other team members. Coordinates and manages field project activities and personnel for assigned projects in a manner that ensures target margins are maintained, timely project delivery and customer satisfaction is secure. Front line interface with Customer personnel at the field project level. Responsible for issuance, development of related project field documentation. Works closely with the Project Manager and Quality Manager to ensure processes are properly implemented on the project(s). Performs oversight, field inspections, outage coordination and field quality controls activities to ensure proper delivery of the project. Provides input to the marketing team and project management team in developing project scopes of work for new and existing Clients as required. Provides supporting information for the identification, development, issuance and coordination of any Contract modifications and Subcontractor change orders. Works in concert with management team in the selection of subcontractors and vendors. Provides supporting information to the Project Manager for subcontractor and Client invoicing. Is the front line assurance that vendors and subcontractors deliver per applicable project plans and specifications. Provides input for value engineering options for designed and scopes of work.

Knowledge/Skills: Must be familiar with field management of commercial, Industrial or federal projects. Must have computer skills including word processing with additional knowledge in project schedule and cost management required. Must have experience with coordination and management of subcontractors and be familiar with Quality and Safety related programs and processes.

Minimum Education/Experience: High school diploma or equivalent. 3 - 6 years related experience or equivalent combination of education and experience.

Systems Technician I

Functional Responsibility: Under direct supervision, installs required system field devices, completes low voltage wiring termination and device verification. Performs assigned system commissioning using Johnson Controls configuration and commissioning tools. Troubleshoots and resolves HVAC mechanical, electrical, and controls problems. Responds to warranty calls. Mount and terminate system low voltage field devices as required. Loads system-level controller software. Performs commissioning and system diagnostics from system-level controllers to end devices (i.e. sensors, actuators, etc) and completes all required commissioning documentation. Keeps management and JCI contractor or customer informed of job progress and issues. Calibrates systems requiring electronic test equipment.

Knowledge/Skills: Demonstrated technical aptitude. Able to use hand and power tools (i.e. drills, saws, etc.). Basic computer skills required. Attention to detail. Good informing and listening skills. Depending on location, the mounting and termination of low voltage devices may have special licensing requirements.

Minimum Education/Experience: High school diploma or equivalent. 0 - 3 years related experience or equivalent combination of education and experience.



Systems Technician II

Functional Responsibility: Under direct supervision, installs required system field devices, completes low voltage wiring termination and device verification. Performs assigned system commissioning using Johnson Controls configuration and commissioning tools. Troubleshoots and resolves HVAC mechanical, electrical, and controls problems. Responds to warranty calls. Mount and terminate system low voltage field devices as required. Loads system-level controller software. Performs commissioning and system diagnostics from system-level controllers to end devices (i.e. sensors, actuators, etc) and completes all required commissioning documentation. Keeps management and JCI contractor or customer informed of job progress and issues. Calibrates systems requiring electronic test equipment.

Knowledge/Skills: Proven technical aptitude. Able to use hand and power tools (i.e. drills, saws, etc.). Basic computer skills required. Attention to detail. Good informing and listening skills. Depending on location, the mounting and termination of low voltage devices may have special licensing requirements.

Minimum Education/Experience: High school diploma or equivalent. 1 - 4 years related experience or equivalent combination of education and experience.

Systems Technician III

Functional Responsibility: Under direct supervision, installs required system field devices, completes low voltage wiring termination and device verification. Performs assigned system commissioning using Johnson Controls configuration and commissioning tools. Troubleshoots and resolves HVAC mechanical, electrical, and controls problems. Responds to warranty calls. Mount and terminate system low voltage field devices as required. Loads system-level controller software. Performs commissioning and system diagnostics from system-level controllers to end devices (i.e. sensors, actuators, etc) and completes all required commissioning documentation. Keeps management and JCI contractor or customer informed of job progress and issues. Calibrates systems requiring electronic test equipment.

Knowledge/Skills: Proven technical aptitude. Able to use hand and power tools (i.e. drills, saws, etc.). Basic computer skills required. Attention to detail. Good informing and listening skills. Depending on location, the mounting and termination of low voltage devices may have special licensing requirements.

Minimum Education/Experience: High school diploma or equivalent. 2 - 5 years related experience or equivalent combination of education and experience.

Systems Technician V

Functional Responsibility: Installs required system field devices, completes low voltage wiring termination and device verification. Performs assigned system commissioning using Johnson Controls configuration and commissioning tools. Troubleshoots and resolves HVAC mechanical, electrical, and controls problems. Responds to warranty calls. Mount and terminate system low voltage field devices as required. Loads system-level controller software. Performs commissioning and system diagnostics from system-level controllers to end devices (i.e. sensors, actuators, etc) and completes all required commissioning documentation. Keeps management and JCI contractor or customer informed of job progress and issues. Calibrates systems requiring basic electronic test equipment.



Knowledge/Skills: Experience in installing electronic and/or mechanical systems. Demonstrated knowledge of HVAC systems. Demonstrated technical aptitude. Able to use hand and power tools (i.e. drills, saws, etc.). Basic computer skills required. Attention to detail. Good informing and listening skills. Depending on location, the mounting and termination of low voltage devices may have special licensing requirements.

Minimum Education/Experience: High school diploma or equivalent. 4 - 7 years related experience or equivalent combination of education and experience.

Experience and Education Equivalencies – All Categories

With regard to equivalent experience in place of a degree, one year of relevant experience may be substituted for each year of educational experience. For example, the following years of experience are deemed to be equivalent to the following degrees:

- 2 years of relevant experience is equivalent to an Associates Degree
- 4 years of relevant experience is equivalent to a Bachelors Degree

With regard to educational degrees, the following equivalencies apply:

- A Professional Engineer (PE) certification is equivalent to a Bachelors Degree in engineering.
- An industry recognized apprentice craft training program is equivalent to an Associates Degree for an electronics technician.
- A DOD-sponsored technical training school apprentice program is equivalent to an Associates Degree.
- Completion of a Military Class A and/or B school is equivalent to an Associates Degree.

With regard to additional equivalent experience for an advanced degree, the following equivalencies apply:

Positions requiring a high school diploma:

- An Associates Degree is equivalent to 2 years of experience
- A Bachelors Degree is equivalent to 4 years of experience
- A Masters Degree is equivalent to an additional 2 years of experience

Positions requiring an Associates Degree:

- A Bachelors Degree is equivalent to 2 years of experience
- A Masters Degree is equivalent to an additional 2 years of experience

Positions requiring a Bachelors Degree:

- A Masters Degree is equivalent to 2 years of experience



HOURLY RATES FOR SERVICES

***Regular Hours:** 7:00 am - 4:00 pm Monday - Friday

***Time-and-a-half:** All hours worked over 8 hours in one day or 40 hours cumulative in one week, except when they fall on holiday or Sunday (unless Sunday is part of your regular work week), will be charged at 1½ times the GSA regular hourly rate.

Minimum hrs = 4

***Double-Time:** Double time applies to hours worked on official holidays and Sundays (unless Sunday is part of your regular work week) and will be charged at 2 times the GSA regular hourly rate.

Minimum hrs = 4

Holiday time must be in 8-hour increments

Option Period Two, Year Three - 7/14/16 - 7/13/17 GSA Regular Hourly Rates* (SINs 811 002, 811 005, 003 97)				
Rate Range (Varies By Dispatch Location)		Chiller Mechanic	HVAC Mechanic	Controls Service Technician
Low		\$94.34	\$81.88	\$88.11
Mid		\$124.60	\$103.24	\$150.41
High		\$184.23	\$173.55	\$200.25

Option Period Two, Year Three - 7/14/16 - 7/13/17 GSA Regular Hourly Rates* (SINs 871-202, 203, 204, 205, 206, 207, 208, 209 & 210)		
Rate Range Varies By Experience Level		
SIN(s)	Labor Category	GSA Regular Hourly Rate*
871-202, 203, 204, 205, 206, 207, 208, 209 & 210	Administrative Clerk	\$42.49
871-202, 203, 204, 205, 206, 207, 208, 209 & 210	Administrative Assistant I - V	\$69.30 - \$154.16
871-202, 203, 204, 205, 206, 207, 208, 209 & 210	Construction Manager	\$118.99
871-202, 203, 204, 205, 206, 207, 208, 209 & 210	Contract Administrator I - III	\$178.78 - \$203.97
871-202, 203, 204, 205, 206, 207, 208, 209 & 210	Document Control Administrator – Manager Sr	\$82.03 - \$220.63
871-202, 203, 204, 205, 206, 207, 208, 209 & 210	Engineer Apprentice	\$41.97



Option Period Two, Year Three - 7/14/16 - 7/13/17 GSA Regular Hourly Rates* (SINs 871-202, 203, 204, 205, 206, 207, 208, 209 & 210)		
Rate Range Varies By Experience Level		
SIN(s)	Labor Category	GSA Regular Hourly Rate*
871-202, 203, 204, 205, 206, 207, 208, 209 & 210	Engineer I – IV	\$102.84 - \$163.43
871-202, 203, 204, 205, 206, 207, 208, 209 & 210	Installation Manager	\$207.90
871-202, 203, 204, 205, 206, 207, 208, 209 & 210	Operations Specialist I – III	\$105.68 - \$146.17
871-202, 203, 204, 205, 206, 207, 208, 209 & 210	Operations Analyst I – III	\$215.26 - \$254.24
871-202, 203, 204, 205, 206, 207, 208, 209 & 210	Performance Assurance Engineer I – V	\$129.97 - \$193.27
871-202, 203, 204, 205, 206, 207, 208, 209 & 210	Program Manager I - V	\$125.78 - \$212.39
871-202, 203, 204, 205, 206, 207, 208, 209 & 210	Project Development Engineer I - Sr	\$112.91 - \$216.58
871-202, 203, 204, 205, 206, 207, 208, 209 & 210	Project Manager I – V	\$139.54 - \$217.47
871-202, 203, 204, 205, 206, 207, 208, 209 & 210	Proposal Manager I – IV	\$133.41 - \$203.97
871-202, 203, 204, 205, 206, 207, 208, 209 & 210	Quality Control Inspector	\$136.50
871-202, 203, 204, 205, 206, 207, 208, 209 & 210	QA/QC Program Development Support/Monitoring I – Sr	\$139.54 - \$244.29
871-202, 203, 204, 205, 206, 207, 208, 209 & 210	Safety Program Development Support/Monitoring I – Sr	\$153.57 - \$239.04
871-202, 203, 204, 205, 206, 207, 208, 209 & 210	Solutions Development Leader I – IV	\$159.64 - \$216.58
871-202, 203, 204, 205, 206, 207, 208, 209 & 210	Sub-Contract Administrator – Sub-Contract Administrator Sr	\$102.38 - \$138.21
871-202, 203, 204, 205, 206, 207, 208, 209 & 210	Superintendent I - IV	\$88.35 - \$155.92
871-202, 203, 204, 205, 206, 207, 208, 209 & 210	Systems Technician I - V	\$73.74 - \$150.16