

The Service Contract Act (SCA) is applicable to this contract as it applies to the entire 874V: Logworld Schedule and all services provided. The prices for the indicated SCA labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the matrix. The prices offered are based on the preponderance of where work is performed and should the contractor perform in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.

Labor Category	SCA Equivalent Code Title	WD Number
Communications Network Mgr.	Computer Operator II - 14042	05 - 2133
Communications Specialist	Computer Operator I - 14041	05 - 2133
Computer Security Sys. Spec. I	Computer Systems Analyst I - 14101	05 - 2133
Computer Security Sys. Spec. II	Computer Systems Analyst II - 14102	05 - 2133
Computer Security Sys. Spec III	Computer Systems Analyst III - 14103	05 - 2133
Computer Spec. (Oper.)	Computer Operator IV - 14044	05 - 2133
Computer Systems Analyst I	Computer Systems Analyst II - 14102	05 - 2133
Computer Systems Analyst II	Computer Systems Analyst III - 14103	05 - 2133
Computer Systems Analyst III	Computer Systems Analyst III - 14103	05 - 2133
Dispatcher, Motor Vehicle	Dispatcher, Motor Vehicle - 01060	05 - 2133
Draftsman/Illustrator	Drafter/CAD Operator IV - 30064	05 - 2133
Electronics Maint. Tech.	Electronics Technician Maintenance II - 23182	05 - 2133
Forklift Operator	Forklift Operator - 21020	05 - 2133
Fuel Distribution Operator	Fuel Distribution System Operator - 23312	05 - 2133
Graphic Artist	Graphic Artist - 15080	05 - 2133
Heavy Equipment Mechanic	Heavy Equipment Mechanic - 23430	05 - 2133
Heavy Equipment Operators	Heavy Equipment Operators - 23440	05 - 2133
Instructor	Technical Instructor - 15090	05 - 2133
Jr. Computer Spec. (Oper.)	Computer Operator III - 14043	05 - 2133
Jr. Electronics Maint. Tech.	Electronics Technician Maintenance I - 23181	05 - 2133
Machinery Maint. Mechanic	Machinery Maintenance Mechanic - 23530	05 - 2133
Material Coordinator	Material Coordinator - 21030	05 - 2133
Material Handling Laborer	Material Handling Laborer - 21050	05 - 2133
Motor Vehicle Mechanic	Motor Vehicle Mechanic - 05190	05 - 2133
Senior Instructor	Technical Instructor /Course Developer - 15095	05 - 2133
Shipping Packer	Shipping Packer - 21110	05 - 2133
Shipping/Receiving Clerk	Shipping/Receiving Clerk - 21130	05 - 2133
Sr. Electronics Maint. Tech.	Electronics Maintenance Technician III - 23183	05 - 2133
Stock Control Clerk	Stock Clerk - 21150	05 - 2133

Supply Technician	Supply Technician - 01410	05 - 2133
Technical Writer/Editor	Technical Writer III - 30463	05 - 2133
Truck Driver, Heavy Truck	Truckdriver, Heavy - 31363	05 - 2133
Truck Driver, Light Truck	Truckdriver, Light - 31361	05 - 2133
Truck Driver, Medium Truck	Truckdriver, Medium - 31362	05 - 2133
Truck Driver, Tractor-Trailer	Truckdriver, Tractor-Trailer - 31364	05 - 2133
Warehouse Specialist	Warehouse Specialist - 21410	05 - 2133
Woodworkers	Woodworker - 23980	05 - 2133
Word Processor I	Word Processor I - 01611	05 - 2133
Word Processor II	Word Processor II - 01612	05 - 2133
Word Processor III	Word Processor III - 01613	05 - 2133

GENERAL SERVICES ADMINISTRATION

Federal Supply Service *Authorized Federal Supply Schedule Pricelist*

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through **GSA Advantage!**, a menu-driven database system.

The Internet address for **GSA Advantage!**TM is: <http://www.gsadvantage.gov>.

LOGISTICS WORLDWIDE (LOGWORLD) SERVICES



Federal Supply Group: 874V

Contract Period: June 25, 2003 through June 24, 2018



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Tyrone, GA 30290

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Size: Small Business

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Contract Administration: Paul Oppenheim, VP of Business Development



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COMPANY OVERVIEW:

XOtech, LLC is a well known Defense Contractor and Veteran Owned Small Business (VOSB) located in Tyrone, GA, just south of Atlanta. XOtech’s focus is providing logistics and knowledge management expertise at strategic, operational and tactical levels for a variety of Department of Defense agencies.

Comprised predominately of Army veterans, most of whom are senior NCOs and warrant officers, XOtech provides a highly skilled workforce at multiple sites throughout CONUS that specializes in providing subject matter expertise in; property accountability, asset visibility, distribution management, warehousing, supply, equipment maintenance, log AIS support, excess management, deployment/redeployment support and Enterprise Resource Program design, testing, fielding, training and support to its customers.

CORE FUNCTIONAL AREAS:

- Logistics Subject Matter Experts
 - Warehousing
 - Transportation
 - Supply and Maintenance
 - Data Analysis (Knowledge Management)
 - Log STAMIS Support
 - Property Management
- Distribution Management
 - Asset Visibility
 - Redistribution
 - Excess Management / Disposal
- Deployment/Re-Deployment Support
- GCSS-Army Support
 - Design Implementation
 - Data Preparation
 - Fielding/Training
 - Base Operating Support Integration (BOS-I) Iraq
 - Information Technology Support
 - Current Operations Support
 - Terrain/Land Operations Support
 - Base Advisement and Assessment Teams

COMPANY DEMOGRAPHICS:

Veteran Owned Small Business	DUNS Number: 090102646
CCR Registered	Cage Code: 1YH47
ORCA Registered	



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CUSTOMER INFORMATION:

1a. **Special Item Numbers (SINs) Awarded:**

Category	Description
874 501 (RC)	Supply and Value Chain Management
874 503 (RC)	Distribution and Transportation Logistics Services
874 504 (RC)	Deployment Logistics
874 505 (RC)	Logistics Training Services
874 507 (RC)	Operations & Maintenance Logistics Management and Support Services

1b. **Identification of the lowest priced labor rate:** Material Handling Laborer

1c. **Proposing Hourly Rates:** See Job Title Descriptions on pages 9-42 for a listing of commercial job titles, functional responsibilities and experience and educational requirements. Hourly rates for these positions are found in the tables on pages 43-46.

2. **Maximum order:** \$1,000,000

3. **Minimum order:** \$100

4. **Geographic coverage:** Worldwide

5. **Point of production:** Tyrone, GA USA

6. **Discount from list prices or statement of net price:** Not Applicable

7. **Quantity discounts:** None.

8. **Prompt payment terms:** None.

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

9b. **Government purchase cards are accepted above the micro-purchase threshold.**

10. **Foreign items:** Not Applicable.

11a. **Time of delivery:** Upon mutual agreement of the Federal customer and XOtech.

11b. **Expedited Delivery:** Upon mutual agreement of the Federal customer and XOtech.

11c. **Overnight and 2-day delivery:** Upon mutual agreement of the Federal customer and XOtech.

11d. **Urgent Requirements:** For urgent requirements please contact the XOtech contract administrator.



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12. **F.O.B. point:** Not Applicable to Professional Services.
- 13a. **Ordering address:**

XOtech LLC
ATTN: Mr. Paul Oppenheim
150 Howell Road
Suite B
Tyrone, GA 30290
- 13b. **Ordering procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.
14. **Payment address:**

XOtech LLC
ATTN: Accounts Receivable
150 Howell Road
Suite B
Tyrone, GA 30290
15. **Warranty provision:** Not Applicable.
16. **Export packing charges:** Not Applicable.
17. **Government purchase cards can be used and are accepted by XOtech.**
18. **Terms and conditions of rental, maintenance, and repair:** Not Applicable.
19. **Terms and conditions of installation:** Not Applicable.
20. **Terms and conditions of repair parts:** Not Applicable
- 20a. **Terms and conditions for any other services:** Not Applicable.
21. **List of service and distribution points:** Not Applicable.
22. **List of participating dealers:** Not Applicable.
23. **Preventive maintenance:** Not Applicable.
- 24a. **Special attributes such as environmental attributes:** Not Applicable.
- 24b. **Section 508 compliance:** Not Applicable.
25. **Data Universal Number System (DUNS) number:** 090102646



26. **XOtech is registered in the Central Contractor Registration (CCR) database.**

27. **Uncompensated Overtime:**

XOtech does not propose to use uncompensated overtime under this schedule for two major reasons. The first reason is the majority of XOtech employees hired under this contract, are Exempt employees operating on an annual salary basis arrangement and therefore not normally entitled to overtime. The second reason is that our Non-Exempt personnel, normally operating on Government installations or for Government clients, must receive permission to work overtime and are therefore, compensated at normal overtime rates.

XOtech Exempt personnel may be scheduled to work at times outside of XOtech's normal work schedule when necessary to meet project or other operating requirements. Because Exempt employees are employed on an annual salary basis arrangement, extra compensation for such overtime work will normally be granted only in special circumstances, when the overtime work is on a sponsored project and when specific contractual arrangements for overtime work have been made with the client. This compensation would normally be provided at straight time hourly rates.



COMMERCIAL JOB TITLE DESCRIPTIONS

Commercial Job Title: Program Manager, L001

Minimum/General Experience: Fifteen years of experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, progressive experience in managing projects, contracts, funds, and resources (including personnel).

Functional Responsibilities: Duties may include contract management, large project management, and interface with the customer. The program manager must be capable of planning, directing, and coordinating the work of technical personnel including requirement determination, system/program specification, system/program design-analysis, documentation, conversion, training, and installation/extension of AIS. This person is responsible for implementing a quality assurance program to ensure that services and products conform to applicable standards and are done IAW Government regulations.

Minimum Education: Requires a bachelor's degree

Equivalencies: An additional two years of specialized experience may be substituted for the required bachelor's degree.

Commercial Job Title: Project Manager, L002

Minimum/General Experience: Ten years of experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, progressive functional software development experience and management of contracts.

Functional Responsibilities: Primary responsibilities are managing functional and technical projects and serving as the focal point for questions about projects. Included in these responsibilities are: maintaining the coordination and direction of the project during all phases of the project's life cycle; formulating statements of management and business problems and devising solutions to the problems; evaluating proposed automated information systems to determine feasibility and costs; and managing a team to successfully accomplish the project.

Minimum Education: Requires a bachelor's degree and seven years of experience (or equivalent combination of education and experience).

Equivalencies: An additional two years of specialized experience may be substituted for the required bachelor's degree.

Commercial Job Title: Quality Assurance Manager, L003

Minimum/General Experience: Ten years of experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, configuration



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management, software testing, application of metrics to software quality assessment, and team leader responsibilities.

Functional Responsibilities: Responsible for ensuring that a high level of quality is maintained. Duties include determining the resources required for quality control, establishing and maintaining a process for evaluating software and associated documentation at pre-determined points in the life cycle, and providing daily supervision and direction to support staff.

Minimum Education: Requires a bachelor's degree in computer science, information systems, or a related field.

Equivalencies: An additional two years of specialized experience may be substituted for the required bachelor's degree.

Commercial Job Title: Quality Assurance Specialist, L004

Minimum/General Experience: Six years of experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, configuration management, software testing, application of metrics to software quality assessment, and team leader responsibilities.

Functional Responsibilities: Responsible for providing technical and administrative direction for personnel performing production tasks, including the review of work products for correctness, adherence to the design concept and user standards, and ensuring that a high level of quality is maintained. Duties also include coordinating with the project manager and/or quality assurance manager to ensure problem solution and user satisfaction.

Minimum Education: Requires a bachelor's degree in computer science, information systems or a related field.

Equivalencies: An additional two years of specialized experience may be substituted for the required bachelor's degree.

Commercial Job Title: Administrative Specialist II, L005

Transcribes dictation, often of a technical and/or confidential nature; composes and types routine letters and memoranda; routes

Minimum/General Experience: Five years of office and/or clerical work experience. Experience required includes: performing diversified clerical, administrative, and general office duties of a highly responsible and confidential nature for managers and staff.

Functional Responsibilities: This position requires knowledge of applicable policies, organization, and a high level of technical skills using automation tools, including word processing and graphics. The administrative specialist II communicates and/or coordinates



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instructions with various individuals and departments; furnishes and obtains information from multiple sources; organizes and maintains files of correspondence and records; follows up on pending matters; acts as a receptionist, screens telephone calls, letters, and visitors, answers routine questions, and furnishes information; schedules appointments, coordinates arrangements for meetings and conferences, and or answers routine correspondence not requiring the manager's attention; prepares special reports, and gathers and summarizes data; organizes and expedites workflow through the manager's office; and initiates follow-up action. This person may provide supervision, training, and guidance to lower level administrative assistants, and may operate a computer terminal and printer for data storage and retrieval.

Minimum Education: Requires a high school diploma

Equivalencies: N/A

Commercial Job Title Dispatcher, Motor Vehicle - L006

Minimum /General Experience: Three (3) years general experience (or equivalent combination of education and experience. Relevant experience includes, but is not limited to. One (1) year of specific experience.

Specific skills, knowledge: Assigns motor vehicles and drivers for conveyance of freight or passengers. Compiles list of available vehicles. Assigns vehicles according to factors, such as length and purpose of trip, freight or passenger requirements and preference of user. Issues keys, record sheets, and credential to drivers. Records time of departure, destination, cargo, and expected time of return. Investigates overdue vehicles. May confer with customers to expedite or locate missing, misrouted, delayed or damaged merchandise. May maintain record of mileage, fuel used, repairs made and other expenses. May establish service or delivery routes. May supervise loading and unloading. May issue equipment to drivers, such as hand trucks, dollies, and blankets. May direct activities of drivers, using two-way radio. May assign helpers to drivers. May work at vehicle distribution center and assign vehicles to customer agencies.

Minimum Education: Requires a High School diploma or GED equivalent

Equivalencies: None

Commercial Job Title: Documentation Preparation Clerk – L007

Minimum General Experience in years: Three (3) years general experience. One (1) year specific experience.

Specific skills, knowledge: Position involves performing clerical or technical supply support work necessary to ensure effective operation of ongoing supply/storage function. Requires knowledge of supply and storage operations and program requirements and the ability to apply established supply/storage policies, day-to-day servicing techniques, regulations and procedures. Performs work in a wide range of systemized storage operations. Oversees stock maintenance at or within prescribed levels and establish or adjust stock levels and reorder



points. Processes documentation for stock item receipts; operates computer terminals or personal computers to perform records search, data input, and data corrections.

Minimum Education: Requires a high school diploma or GED Equivalent

Equivalencies: N/A

Commercial Job Title: Stock Control Clerk – L008

Minimum/General Experience: Three (3) years general experience. One (1) year specific experience.

Functional Responsibilities: Establishes and maintains stock records and other documents such as inventory, materiel control, accounting and supply reports. Establishes and maintains automated and manual accounting records, posts receipts and turn-ins, and performs dues-ins and dues-outs accounting. Corrects error and exception documents. Reviews and verifies quantities received against bills of lading, contracts, purchase requests, and shipping documents. Unloads, unpacks, visually inspects, counts, segregates, palletizes, and stores incoming supplies and equipment. Maintains stock locator system and administers document control procedures. Repairs and constructs fiberboard or wooden containers. Packs, crates, stencils, weighs, and bands equipment and supplies. Constructs bins, shelving, and other storage aids. Processes requests and turn-in documents at direct support level through warehousing section. Processes inventories, surveys, and warehousing documents. Performs prescribed load list and shop stock list duties in manual and automated supply applications. Prepares, annotates and distributes shipping documents. Breaks down and distributes field rations. Operates materiel-handling equipment. Performs accounting and sales functions in self-service supply.

Minimum Education: Requires a high school diploma or GED Equivalent

Equivalencies: N/A

Commercial Job Title: Word Processor III, L009

Minimum/General Experience: This position requires a minimum of five years of experience in automated word processing or an equivalent combination of experience and education.

Functional Responsibilities: The word processor III transcribes, revises, and combines written material, such as user manuals and lesson plans, from rough drafts, corrected copy, or previous versions displayed on the screen. This person produces charts, graphs, slides, and other instructional material using desktop publishing software. Proof reading and editing documents for grammar, spelling, punctuation, and format, may also be required to supervise other word processing personnel and to schedule workloads.

Minimum Education: High school diploma



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Equivalencies: An associate's degree in an office automation field may substitute for three years of experience.

Commercial Job Title: Word Processor II, L010

Minimum/General Experience: This position requires a minimum of three years of experience in automated word processing or an equivalent combination of experience and education.

Functional Responsibilities: The word processor II transcribes, revises, and combines written material such as users' manuals and lesson plans, from rough drafts, corrected copy, or previous versions displayed on the screen. This person produces charts, graphs, slides, and other instructional material using desktop publishing software. Proof reading and editing documents for grammar, spelling, punctuation, and format may also be required.

Minimum Education: High school diploma

Equivalencies: None

Commercial Job Title: Word Processor I - L011

Minimum/General Experience: This is an entry-level position requiring word processing skills equivalent to those acquired in a high school typing or computer- keyboarding course.

Functional Responsibilities: The word processor I transcribes, revises, and combines written materials, such as user manuals and lesson plans, from rough drafts, corrected copy, or previous versions displayed on the screen.

Minimum Education: High school diploma

Equivalencies: None

Commercial Job Title: Supply Technician – L012

Minimum / General Experience: Three (3) years general experience with Two (2) Years specific experience.

Functional Responsibilities: Performs limited aspects of technical supply management work (e.g., inventory management, storage management, cataloging, property utilization) related to depot, local, or other supply activities. Work usually is segregated by commodity area or function, and controlled in terms of difficulty, complexity, or responsibility. Assignments usually relate to stable or standardized segments of technical supply management operations; or to functions or subjects that are narrow in scope or limited in difficulty. The work generally involves individual case problems or supply actions. This work may require consideration of program requirements, together with specific variations in or from standardized guidelines. Assignments require (a) a good working knowledge of the



governing supply systems, programs, policies, nomenclature, work methods, manuals, or other established guidelines; (b) an understanding of the needs of the organization serviced; and (c) analytical ability to define or recognize the dimension of the problems involved, to collect the necessary data, to establish the facts, and to take or recommend action based upon application or interpretation of established guidelines. Deals with a variety of operating officials regarding limited aspects of program needs of the organization serviced. Contacts may relate to inventory requirements in a stable or standardized organization and to the adequate description or identification of less complex items, which are new to the system. May contact representatives of commercial firms to obtain information regarding new items of supply, item characteristics, or procurement lead-time; or representatives of government agencies (Federal, State or local) regarding the utilization of property.

Minimum Education: High school diploma or GED equivalent. Basic supply or inventory management course.

Equivalencies: N/A

9) Enterprise Resource Processing Specialist (ERP) I

Assists with the development and maintenance of the Enterprise Resource Planning (ERP) program. Customizes and configures workflow to allow the integration of client/server applications. Tests ERP layout to ensure the system is meeting corporate needs. Has knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Typically reports to a supervisor or manager. Position requires a bachelor's degree in area of specialty and 0-2 years of experience in the field or in a related area. Experience and education may be substituted and interchangeable on a year for year basis to satisfy these requirements.

10) Enterprise Resource Processing Specialist (ERP) II

Assists with the development and maintenance of the Enterprise Resource Planning (ERP) program. Customizes and configures workflow to allow the integration of client/server applications. Tests ERP layout to ensure the system is meeting corporate needs. Has knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Can work under direct supervision or can perform projects independently with remote supervision by a superior/ manager. Position requires a bachelor's degree in area of specialty and 4-6 years of experience in the field or in a related area. Experience and education may be substituted and interchangeable on a year for year basis to satisfy these requirements.

11) Enterprise Resource Processing Specialist (ERP) III

Provides and/or directs the development and maintenance of the Enterprise Resource Planning (ERP) program. Customizes and configures workflow to allow the integration of client/server applications. Tests ERP layout to ensure the system is meeting corporate needs. Has



knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Generally works independent of direct supervision or may provide supervision to lower level ERP Specialists. Position requires a bachelor's degree in area of specialty and 6-8 years of experience in the field or in a related area. Experience and education may be substituted and interchangeable on a year for year basis to satisfy these requirements.

Commercial Job Title: Functional Analyst I, L015

Minimum/General Experience: Four years of experience (or equivalent combination of education and experience), one year of which must be specialized. Specialized experience required includes developing functional requirements and data elements for complex, integrated ADP systems. General experience required includes: demonstrated ability to work independently or with only general direction.

Functional Responsibilities: The junior functional analyst recommends improvements or modifications in sequence of operations, equipment utilization, and related matters. This person examines and analyzes current and contemplated operations for developing, defining, and coordinating user requirements that will satisfy the total program need; translates user requirements into system specifications, data management plans, configuration management plans, life cycle management documentation, integrated logistics support plans, and related operational summaries; assists in the design, development, analysis, testing and maintenance of logical and physical databases; writes specification manuals and user documentation for client or user personnel, and gathers information from users, defines work problems, and designs a system and procedures to resolve problems.

Minimum Education: Requires a bachelor's degree

Equivalencies: An additional two years of experience may substitute for the required bachelor's degree.

Commercial Job Title: Functional Analyst II, L014

Minimum/General Experience: Seven years of experience (or equivalent combination of education and experience) is required, three of which must be specialized. Specialized experience required includes: developing functional requirements and data elements for complex, integrated ADP systems. General experience required includes demonstrated ability to work independently or with only general direction.

Functional Responsibilities: The functional analyst recommends improvements or modifications in sequence of operations, equipment utilization, and related matters. This person examines and analyzes current and contemplated operations for developing, defining, and coordinating user requirements that will satisfy the total program need. This person translates user requirements into system specifications, data management plans, configuration management plans, and life cycle management documentation; integrated logistics support plans, and related operational summaries. The functional analyst assists in the design, development, analysis, testing, and maintenance of logical and physical databases; writes



specification manuals and user documentation for client or user personnel; gathers information from users, defines work problems, and designs a system and procedures to resolve problems.

Minimum Education: Requires a bachelor's degree

Equivalencies: An additional two years of experience may substitute for the required bachelor's degree.

Commercial Job Title: Functional Analyst III, L013

Minimum/General Experience: Ten years of experience (or equivalent combination of education and experience) or a minimum of seven years of experience is required, five of which must be specialized. Specialized experience required includes: superior functional knowledge of task-order specific requirements, or developing functional requirements for complex, integrated ADP systems. General experience required includes: demonstrated ability to work independently or with only general direction.

Functional Responsibilities: The senior functional analyst performs advanced and complex systematic reviews of selected functions to determine application and design of systems or models. This person participates in various testing functions (such as, string and acceptance tests) to verify that results are correct. This person develops and updates functional or operating manuals outlining established methods of performing work in accordance with organizational policy; trains clients or user personnel in the operation and capabilities of proposed models; provides functional guidance on more complex projects; and may supervise and provide technical direction to lower level functional and data analysts.

Minimum Education: Requires a bachelor's degree.

Equivalencies: An additional two years of specialized experience may substitute for the required bachelor's degree.

Functional Analyst IV

Enhances product workflow by analyzing and developing plans that affect production, distribution, and inventory. Creates and reviews procedures for distribution and inventory management to maximize customer satisfaction and minimize cost. Position requires a Bachelor's degree or its equivalent with 12 years of experience in the field or in a related area. Experience and education may be substituted and interchangeable on a year for year basis to satisfy these requirements. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. May report to an executive or a manager.



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Functional Analyst V

Enhances product workflow by analyzing and developing plans that affect production, distribution, and inventory. Creates and reviews procedures for distribution and inventory management to maximize customer satisfaction and minimize cost. Position requires a Bachelor's degree or its equivalent with 14 years of experience in the field or in a related area. Experience and education may be substituted and interchangeable on a year for year basis to satisfy these requirements. Familiar with a majority of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of multiple tasks. Leads and directs the work of others and often functions in a supervisory capacity for various projects.

A wide degree of creativity and latitude is expected and often works independently with minimal supervision. May report to an executive or a higher-level manager.

Senior Functional Analyst

Develops plans that bridge business and system functionality in coordination with Information Technology and other business units or departments. Documents as is and to be processes with users and stakeholders. Consults on functional project teams to provide functional solutions for complex issues. Manages project progress to standardize and improve systems to better support business process. Works directly with business unit to communicate business requirements, priorities and scope in conjunction with business goals. Gathers, analyzes and documents business requirements for a major system enhancement or full system selection and implementation. Creates new system documentation. Manages testing of systems, applications or system interfaces. Develops test plans and scripts to ensure turnkey solutions to internal and external customers. May develop detailed functional system design specifications. Resolves and documents system enhancement and production issues. Communicates issue resolution. Develops training documentation. Works closely with business systems to resolve escalation issues from the business unit. May manage the production support effort on assigned projects. Provides short-term and post implementation support for new systems as needed.

Position requires a Bachelor's degree with 16 years experience in the field or related area. A graduate degree may substitute for experience on a year for year basis. Experience and education may be substituted and interchangeable on a year for year basis to satisfy these requirements.

Principal Sr. Functional Analyst

Develops plans that bridge business and system functionality in coordination with Information Technology and other business units or departments. Documents as is and to be processes with users and stakeholders. Consults on functional project teams to provide functional solutions for complex issues.

- Manages project progress to standardize and improve systems to better support business process. Works directly with business unit to communicate business requirements, priorities and scope in conjunction with business goals. Gathers, analyzes and documents business



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requirements for a major system enhancement or full system selection and implementation. Creates new system documentation.

- Manages testing of systems, applications or system interfaces. Develops test plans and scripts to ensure turnkey solutions to internal and external customers. May develop detailed functional system design specifications.

- Resolves and documents system enhancement and production issues. Communicates issue resolution. Develops training documentation.

- Works closely with business systems to resolve escalation issues from the business unit. May manage the production support effort on assigned projects. Provides short-term and post implementation support for new systems as needed.

- May supervise or administer to a number of lower level analysts or specialists or act as a project lead for a particular project. This individual is referred to as the Subject Matter Expert for their functional area. Position requires a bachelor's degree with over 18 years experience in the field or related area. A graduate degree may substitute for experience on a year for year basis. Experience and education may be substituted and interchangeable on a year for year basis to satisfy these requirements.

Commercial Job Title: Senior Information Engineer, L016

Minimum/General Experience: Requires a minimum of eight years of experience at least five years of which must be specialized. Specialized experience includes: information systems development, functional and data requirement analysis, systems analysis and design, programming, program design and document preparation. Demonstrated proficiency in the implementation of information engineering projects; systems analysis, design, and programming using CASE and IE tools and methods; systems planning, and business information planning are also required. Must demonstrate the ability to work independently or under only general direction.

Functional Responsibilities: Applies business process improvement practices to re-engineer methodologies and principles and business process modernization projects. Applies as appropriate, activity and data modeling, transaction flow analysis, internal control and risk analysis, and modern business methods and performance measurement techniques. Assists in establishing standards of information systems procedures. Develops and applies organization-wide information models for use in designing and building integrated, shared software and database management systems. Constructs sound, logical business improvement opportunities consistent with corporate Information Management guiding principles, cost savings, and open system architecture objectives. Provides daily supervision and direction to staff.

Minimum Education: Requires a bachelor's degree in computer science, information management, business or other related discipline.

Equivalencies: A master's degree may substitute for two years of experience. An additional two years of experience may substitute for the required bachelor's degree.



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Commercial Job Title: Information Engineer, L017

Minimum/General Experience: This position requires a minimum of five years of experience, at least three years of which must be specialized. Specialized experience includes: information systems development, functional and data requirement analysis, systems analysis and design, programming, program design, and document preparation. Demonstrated proficiency in the implementation of information engineering projects, systems analysis, design, and programming using CASE and IE tools and methods, system planning, and business information planning are also required.

Functional Responsibilities: This person applies business process improvement practices to re-engineer methodologies and principles and business process modernization projects. This person applies, as appropriate, activity and data modeling, transaction flow analysis, internal control and risk analysis and modern business methods and performance measurement techniques. This person assists in establishing standards of information systems procedures; develops and applies organization wide information models for use in designing and building integrated, shared software and database management systems; constructs sound, logical business improvement opportunities consistent with corporate Information Management (IM) guiding principles, cost savings, and open system architecture objectives.

Minimum Education: Requires a bachelor's degree in computer science, information management, business, or other related discipline.

Equivalencies: An additional two years of experience may substitute for the required bachelor's degree.

Commercial Job Title: Computer Systems Analyst III, L018

Minimum/General Experience: This position requires a minimum of ten years of experience, of which at least five years must be specialized. Specialized experience includes: information systems development, functional and data requirements analysis, systems analysis and design, database management, use of common programming languages, program design, and document preparation. Knowledge of current storage and retrieval methods and demonstrated ability to formulate specifications for computer programmers to use in coding, testing, and debugging computer programs are also required.

Functional Responsibilities: This person provides technical and administrative direction for personnel performing software development tasks, including the review of work products for correctness, adherence to the design concept and user standards, and for progress according to schedules. This person coordinates with the project and/or program manager to ensure problem solution and user satisfaction; makes recommendations, if needed, for approval of major systems installations; prepares milestone status reports and deliveries/presentations on the system concept to colleagues, subordinates, and end user representatives; and provides daily supervision and direction to staff.

Minimum Education: Requires a bachelor's degree in computer science, information systems, business, or other related discipline.



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Equivalencies: A master's degree in any of the disciplines listed previously may be substituted for two years of experience. The required bachelor's degree may be substituted with two additional years of experience.

Commercial Job Title: Computer Systems Analyst II, L019

Minimum/General Experience: Requires a minimum of six years of experience, of which at least three years must be specialized. Specialized experience includes: information systems development, functional and data requirements analysis, systems analysis and design, database management, use of common programming languages, program design, and document preparation. Knowledge of current storage and retrieval methods and demonstrated ability to formulate specifications for computer programmers to use in coding, testing, and debugging of computer programs are also required.

Functional Responsibilities: Analyzes and develops computer software possessing a wide range of capabilities, including numerous engineering, business, and record management functions; develops plans for automated information systems from project inception to conclusion; analyzes user interfaces, maintains hardware and software performance tuning, analyzes workload and computer usage, maintains interfaces with outside systems, analyzes downtime, analyzes proposed system modifications, upgrades, and new COTS; analyzes problems and the information to be processed, defines the problem, and develops system requirements and program specifications, from which programmers prepare detailed flow charts, programs, and tests; coordinates closely with programmers to ensure proper implementation of program and system specifications; develops, in conjunction with the users, system alternative solutions.

Minimum Education: Requires a bachelor's degree in computer science, information systems, business, or other related discipline.

Equivalencies: A master's degree in any of the disciplines above may substitute for two years of experience. A bachelor's degree may also be substituted with two additional years of experience.

Commercial Job Title: Computer Systems Analyst I, L020

Minimum/General Experience: Requires a minimum of three years of experience, of which at least one year must be specialized. Specialized experience includes: information systems development, functional and data requirements analysis, systems analysis and design, database management, use of common programming languages, program design, and document preparation. Knowledge of current storage and retrieval methods and demonstrated ability to formulate specifications for computer programmers to use in coding, testing, and debugging of computer programs are also required.

Functional Responsibilities: This person analyzes information requirements; evaluates, analytically and systematically, problems of workflow, organization and planning, and assists senior computer systems analyst in developing corrective action; helps develop plans for automated information systems from project inception to conclusion; defines the problem, and



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develops system requirements and program specifications, from which programmers prepare detailed flow charts, programs, and tests. Under the supervision of a senior computer systems analyst or computer systems analyst, this person coordinates closely with programmers to ensure proper implementation of program and system specifications; develops, in conjunction with the users, system alternative solutions.

Minimum Education: Requires a bachelor's degree in computer science, information systems, business, or other related discipline.

Equivalencies: N/A

Commercial Job Title: Logistics Management Specialist I, L023

Minimum/General Experience: Three years of experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, performing supply management functions in an automated logistics management environment.

Functional Responsibilities: Duties may include providing technical and administrative direction for personnel performing logistics automation functions, and performing supply management functions in an automated logistics environment.

Minimum Education: Requires a bachelor's degree

Equivalencies: An additional two years of experience may substitute for the required bachelor's degree.

Commercial Job Title: Logistics Management Specialist II, L022

Minimum/General Experience: Five years of experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, performing supply management functions in an automated logistics management environment.

Functional Responsibilities: Duties may include providing technical and administrative direction for personnel performing logistics automation functions, and performing supply management functions in an automated logistics environment.

Minimum Education: Requires a bachelor's degree

Equivalencies: An additional two years of experience may substitute for the required bachelor's degree.



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Commercial Job Title: Logistics Management Specialist III, L021

Minimum/General Experience: Ten years of experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, performing supply management functions in an automated logistics management environment.

Functional Responsibilities: Duties may include providing technical and administrative direction for personnel performing supply management and logistics automation functions, and performing supply management functions in an automated logistics environment.

Minimum Education: Requires a bachelor's degree

Equivalencies: An additional two years of specialized experience may substitute for the required bachelor's degree.

Logistics Management Specialist IV

Organizes and handles a variety of logistics issues in a manufacturing and/or distribution environment. Duties involve but are not limited to supply chain services, inventory control, critical parts availability, material handling, maintenance management, import-export licensing, shipment of products, and third party warehousing. Provides data analysis for production planning and volume studies; and participates in process/rating improvement efforts. Assists in developing logistics and maintenance plans and procedures. Demonstrates good judgment in selecting methods and techniques for obtaining solutions. Interacts with senior internal and external personnel. Position requires a Bachelor's degree or its equivalent with 12 years of experience in the field or in a related area. Experience and education may be substituted and interchangeable on a year for year basis to satisfy these requirements.

Logistics Management Specialist V

Organizes and handles a variety of logistics issues in a manufacturing and/or distribution environment. Duties involve but are not limited to supply chain services, inventory control, critical parts availability, material handling, maintenance management, import-export licensing, shipment of products, and third party warehousing. Provides data analysis for production planning and volume studies; and participates in process/rating improvement efforts. Assists in developing logistics and maintenance plans and procedures. Demonstrates good judgment in selecting methods and techniques for obtaining solutions. Interacts with senior internal and external personnel. Often provides supervision to lower level Logistics Management Specialists or functions as a project lead. A wide degree of creativity and latitude is expected and often works independently with minimal supervision. May report to an executive or a higher-level manager. Position requires a Bachelor's degree or its equivalent with 14 years of experience in the field or in a related area. Experience and education may be substituted and interchangeable on a year for year basis to satisfy these requirements.



Senior Logistics Management Specialist

Organizes and handles a variety of logistics to include maintenance issues in a manufacturing, operational, and/or distribution environment. Duties involve but are not limited to supply chain services, inventory control, critical parts availability, material handling, maintenance management, import-export licensing, shipment of products, and third party warehousing. Evaluates customer support and field service commitments to ensure customer requirements are met. May supervise a number of lower level Logistics Management Specialists. Position requires a Bachelor's degree with 16 years experience in the field or related area. A graduate degree may substitute for experience on a year for year basis. Experience and education may be substituted and interchangeable on a year for year basis to satisfy these requirements.

Principal Senior Logistics Management Specialist

Organizes and handles a variety of logistics issues in a manufacturing, operational and/or distribution environment. Duties involve but are not limited to supply chain services, inventory control, critical parts availability, material handling, maintenance management, import-export licensing, shipment of products, and third-party warehousing. Evaluates customer support and field service commitments to ensure customer requirements are met. May supervise or administer to a number of lower level analyst or specialists or act as a project lead for a particular project. This individual is referred to as the Subject Matter Expert in the Logistics Management Specialist field. Position requires a Bachelor's degree with over 18 years or varied logistics experience in the field or related areas. A graduate degree may substitute for experience on a year for year basis. Experience and education may be substituted and interchangeable on a year for year basis to satisfy these requirements.

Commercial Job Title: Senior Application Programmer, L024

Minimum/General Experience: Six years of experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, knowledge of management information systems and ADP knowledge of management information systems and ADP system concepts, and experience as a programming team leader.

Functional Responsibilities: Duties may include designing, programming, documenting, implementing and maintaining software applications. This person may be responsible for supervising the work of more junior programmers and scheduling work. Knowledge of FORTRAN, COBOL, C, Fourth Generation Languages (4GL), CASE tools, systems programming, C++, Smalltalk, and other object oriented programming languages is highly desirable.

Minimum Education: Requires a bachelor's degree

Equivalencies: An additional two years of experience may substitute for the required bachelor's degree.



Commercial Job Title: Applications Programmer, L025

Minimum/General Experience: Three years of experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, knowledge of management information systems and ADP knowledge of management information systems and ADP system concepts.

Functional Responsibilities: Duties may include designing, programming, documenting, implementing, and maintaining software applications. This person may be responsible for supervising the work of junior programmers. Knowledge of FORTRAN, COBOL, C, Fourth Generation Languages (4GL), CASE tools, systems programming, C++, Smalltalk, and other object oriented programming languages is highly desirable.

Minimum Education: Requires a bachelor's degree.

Equivalencies: An additional two years of experience may substitute for the required bachelor's degree.

Commercial Job Title: Junior Applications Programmer, L026

Minimum/General Experience: One year of experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, knowledge of management information systems and ADP knowledge of management information systems and ADP system concepts.

Functional Responsibilities: Duties may include designing, programming, documenting, implementing and maintaining software applications. Knowledge of FORTRAN, COBOL, C, Fourth Generation Languages (4GL), CASE tools, systems programming, C++, Smalltalk, and other object-oriented programming languages is highly desirable.

Minimum Education: Requires a bachelor's degree

Equivalencies: An additional two years of experience may substitute for the required bachelor's degree.

Subject Matter Expert (SME) I

Top Division Information Technology Executive. Establishes and directs the strategic long term goals, policies and procedures for a division's information technology department. Determines a division's long-term systems needs and hardware acquisitions to accomplish the business objectives. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to top management. Functions as the top-level expert in their functional field. This position requires a bachelor's degree with at least 10-12 years of experience in the field of expertise. If appropriate, experience and education may be substituted and interchangeable on a year for year basis to satisfy these requirements.



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Subject Matter Expert (SME) II

A Subject Matter Expert is an individual who understands a business process or area well enough to answer questions from people in other groups who he is trying to help. It is most commonly used to describe the people who explain the current process to IT and then answer their questions as they try to build a technology system to automate or streamline the process. Position requires at minimum a Bachelors degree and more that 12 years experience in their subject matter field. Oftentimes this individual has an advanced degree. Experience may substitute for education if the given field is predominately supported by experiential factors versus educational factors.

Subject Matter Expert (SME) III

The Subject Matter Expert is that individual who exhibits the highest level of expertise in performing a specialized job, task, or skill within the organization. This SME might be a software engineer, a helpdesk support operative, an accounts manager, a scientific researcher: in short, anybody with in-depth knowledge of the subject you are attempting to document. You need to talk to SMEs in the research phase of a documentation project (to get your facts straight) and you need to involve them in the technical validation of your drafts (to make sure that your interpretation of information matches theirs). This level of SME often represents the highest level of achievement of an individual in a give field. Generally within the top 5 or 6 individuals of a particular specialty. Requires at minimum a Bachelor's degree and over 15 years comparative experience in their given field, if that particular subspecialty has, in fact existed for fifteen years. Oftentimes these individuals possess multiple advanced degrees. Experience may substitute for education if the given field is predominately supported by experiential factors versus educational factors.

Commercial Job Title: Senior Systems Administrator, L027

Minimum/General Experience: This position requires a minimum of four years of experience during the past two years as a systems administrator. Specialized experience required includes: administration of UNIX or another open, systems-compliant, multi- user system. General experience required includes: administration of multi-user computer systems.

Functional Responsibilities: This position performs system installation and integration of computer operating system software, network software, application software, computer hardware, and supporting network or telecommunications systems; investigates and resolves operational problems in conjunction with other engineering and technical personnel; and performs supervisory functions as required for junior administrators.

Minimum Education: Requires a bachelor's degree

Equivalencies: An additional two years of experience may substitute for the required bachelor's degree.



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Commercial Job Title: Systems Administrator, L028

Minimum/General Experience: This position requires a minimum of two years of experience. Specialized experience required includes: administration of UNIX or another open, systems-compliant, multi-user system. General experience required includes: administration of multi-user computer systems.

Functional Responsibilities: This position performs system installation and integration of computer operating system software, network software, application software, computer hardware, and supporting network or telecommunications systems; and investigates and resolves operational problems in conjunction with other engineering and technical personnel.

Minimum Education: Requires a bachelor's degree

Equivalencies: An additional two years of experience may substitute for the required bachelor's degree.

Commercial Job Title: Senior Data Base Management Specialist, L029

Minimum/General Experience: A minimum of eight years working in database management, with at least one of the last two years serving as a supervisor.

Functional Responsibilities: Responsible for directing, planning and coordinating data processing activities. Specifically, the senior database management specialist analyzes the data processing workload requirements and assigns, schedules, and reviews the work of the database management specialists.

Minimum Education: High school diploma

Equivalencies: None

Commercial Job Title: Data Base Management Specialist, L030

Minimum/General Experience: Five years of direct experience working with and maintaining databases.

Functional Responsibilities: This person is responsible for performing data processing activities as assigned by the senior database management specialist. Duties include processing scheduled jobs, performing database maintenance functions, and producing reports as required.

Minimum Education: High school diploma

Equivalencies: None



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Commercial Job Title: Database Conversion Specialist, L031

Minimum/General Experience: Four years of experience (or equivalent combination of education and experience). Specialized experience required includes: program management, system design, and system analysis. This person must have a high degree of technical proficiency in the design of database applications; must be knowledgeable of the operating interrelationships between the database and the organization's other systems; and must have experience with current operating system software internals and data manipulation languages. General experience required include: working on large, complex database design projects. This position requires experience as a technical lead, providing guidance and direction to less experienced database administrators and other support personnel in the design and monitoring of database management systems.

Functional Responsibilities: This person specializes in the design and installation of database applications; ensures that there are appropriate linkages to existing databases and to other data processing systems and business applications; ensures that adequate recovery procedures are included in all database designs; develops and monitors procedures for updating data dictionaries; directs the training of user groups in the protocols involved in updating and accessing the database; monitors database transactions to ensure correct usage of the database; provides technical assistance to less experienced database analysts in the identification and resolution of complex database design and maintenance problems; and provides technical expertise on the database system to user and data processing area personnel.

Minimum Education: Requires a bachelor's degree

Equivalencies: An additional two years of experience may substitute for the required bachelor's degree.

Commercial Job Title: Computer Specialist (Operator), L032

Minimum/General Experience: Five years of experience. Relevant experience includes, but is not limited to, operating mainframe-, mini-, or client/server-based computer systems.

Functional Responsibilities: Working from operating instructions prepared by programmers, users, or operations managers, computer operators set controls on the computer and on peripheral devices required to run a particular job. Duties include performing daily computer operations activities, and operator level maintenance. Operators will monitor the computer while it is running and respond to any operating and computer messages. If an error message occurs, operators must locate and solve the problem or terminate the program.

Minimum Education: Requires an associate's degree

Equivalencies: One additional year of experience may substitute for required associate degree.



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Commercial Job Title: Junior Computer Specialist (Operator), L033

Minimum/General Experience: Three years of experience in computer operations.

Functional Responsibilities: Working from operating instructions prepared by programmers, users, or operations managers, computer operators set controls on the computer and on peripheral devices required to run a particular job. Duties include performing daily computer operations activities, and operator level maintenance. Operators will monitor the computer while it is running, and respond to any operating and computer messages. If an error message occurs, operators must locate and solve the problem or terminate the program.

Minimum Education: High school diploma

Equivalencies: None

Commercial Job Title: Senior Electronics Maintenance Technician, L034

Minimum/General Experience: Eight years of experience in computer repair

Functional Responsibilities: Responsibilities include providing maintenance support for computers, scheduling preventive maintenance checks, supervising other technicians, and completing paperwork required in the course of maintaining computer equipment, such as warranty forms.

Minimum Education: Associate's degree in computer science or a related field

Equivalencies: Two years of specialized experience in which computer maintenance and repair was the primary function.

Commercial Job Title: Electronics Maintenance Technician, L035

Minimum/General Experience: Three years of experience in which computer repair was a primary function.

Functional Responsibilities: Provide maintenance support for computer systems to include diagnostics, parts replacement, and evacuation.

Minimum Education: An associate's degree in computer science or a related field

Equivalencies: An equivalent combination of education and experience may substitute for either the education or experience requirement.



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Commercial Job Title: Junior Electronics Maintenance Technician, L036

Minimum/General Experience: This is an entry-level position requiring basic knowledge of computer repair and electronics.

Functional Responsibilities: This person provides maintenance support for computer systems to include diagnostics, parts replacement, and evacuation.

Minimum Education: High school diploma

Equivalencies: None

Commercial Job Title: Help Desk Manager, L037

Minimum/General Experience: A minimum of six years in a customer assistance environment and at least two years supervisory experience.

Functional Responsibilities: Primary responsibilities are to supervise the daily operation of a customer assistance center; provide assistance to worldwide users of supported AIS; and maintaining the security and routing of user and customer assistance requests to the appropriate personnel. Additionally, this person is responsible for the submission of any required reports on user and customer problems.

Minimum Education: High school diploma

Equivalencies: None

Commercial Job Title: Help Desk Specialist, L038

Minimum/General Experience: A minimum of three years experience in automated information systems (AIS). This person must be experienced in using office automation software for word processing, spreadsheets, and the preparation of presentations. This person must have a thorough knowledge of technical terminology and a working knowledge of the AIS being supported.

Functional Responsibilities: This person is responsible for receiving user and customer requests for assistance and routing them to the appropriate personnel for resolution

Minimum Education: High school diploma or equivalent

Equivalencies: GED equates to high school diploma

Commercial Job Title: Senior Network Technician, L039

Minimum/General Experience: This position requires a minimum of six years of experience, of which at least four years must be specialized. Specialized experience includes: supervision



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of installation technicians, analysis, design and installation of local and wide area nets; and analysis and installation of communication systems. This person should be familiar with engineering documentation, network configuration and topologies, X.25, TCP/IP, Frame Relay, Bridges, and Routers. General experience includes increasing responsibilities in technical management.

Functional Responsibilities: This person is responsible for conducting site surveys, installing networks and/or adding new users to existing networks; updating and maintaining the hardware, as required; coordinating the work of the network technicians; and providing reports on the networks operation. This person may also be required to assist users when they encounter problems while using the network.

Minimum Education: High school diploma

Equivalencies: A bachelor's degree may substitute for two years of experience. An associate's degree may substitute for one year of experience.

Commercial Job Title: Network Technician, L040

Minimum/General Experience: Three years of experience with computer networks, including at least one year of installing and maintaining networks. Experience with LANs and WANs is essential.

Functional Responsibilities: Responsible for conducting site surveys, assessing and documenting current site network configuration and user requirements, installing networks and/or adding new users to existing networks; updating and maintaining the hardware, as required. This person may also be required to assist users when they encounter problems using the network.

Minimum Education: High school diploma

Equivalencies: None

Commercial Job Title: Communications Network Manager, L041

Minimum/General Experience: A minimum of ten years of direct experience working with computer communications systems using modems, LANs, and routers to connect to e-mail, the Internet, and other computers. At least one year as a supervisor during the past three years.

Functional Responsibilities: This person is responsible for evaluating, analyzing, and designating data communications standards, interface criteria, transmission path capabilities and requirements, types of modems required, communications security equipment requirements, and operating characteristics.



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Minimum Education: Requires a bachelor's degree

Equivalencies: An additional two years of specialized experience may be substituted for the required bachelor's degree.

Commercial Job Title: Communications Specialist, L042

Minimum/General Experience: A minimum of five years of direct experience working with computer communications systems using modems, LANs, and routers to connect to e-mail, the Internet, and other computers.

Functional Responsibilities: Duties will include setting up and maintaining computer communications and assisting in installing office networks.

Minimum Education: An associate's degree in computer science or a related field is required.

Equivalencies: An additional two years of specialized experience may substitute for the associate's degree.

Commercial Job Title: Motor Vehicle Mechanic – L043

Minimum General Experience: Two years General experience; one-year specific experience

Specific skills, knowledge: Performs unit maintenance and recovery operations on gasoline and diesel fueled light-wheeled vehicles, maintains power assisted brake systems, vehicle suspension systems, wheel vehicle wheel/hub assemblies, wheel vehicle mechanical (manual) steering systems, wheeled vehicle hydraulic (power) steering systems.

Minimum Education: High school diploma

Equivalencies: None

Commercial Job Title: Fuel Distribution Operator – L044

Minimum General Experience: Three (3) years general experience; two (2) years specific experience

Specific Skills, knowledge: Receives and stores bulk and package petroleum, oils, and lubricants products. Issues and dispenses bulk fuels and water from storage and distribution facilities to using units. Selects and submits samples of petroleum, oils, and lubricants to laboratory for testing. Performs petroleum and water accounting duties. Operates equipment associated with petroleum and water distribution system and multi-product pipeline system.



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Fuels and defuels vehicles, aircraft, and stationary equipment. Takes emergency precautions to prevent harm to self and facilities in event of petroleum spillage or fire.

Minimum Education Requirements: High school diploma or GED equivalent

Equivalencies: None

Commercial Job Title: Material Coordinator – L045

Minimum General Experience: Three (3) years general experience; two (2) years specific experience.

Specific skills, knowledge: Coordinates and expedites flow of material, parts, and assemblies within or between departments in accordance with production and shipping schedules or department supervisors' priorities. Reviews production schedules and confers with department supervisors to determine material required or overdue and to locate material. Requisitions material and establishes delivery sequences to departments according to job order priorities and anticipated availability of material. Arranges for in-plant transfer of materials to meet production schedules. Arranges with department supervisors for repair and assembly of material and its transportation to various departments. Examines material delivered to production departments to verify if type specified. May monitor and control movement of material and parts along Maintains compression ignition engines, compression ignition engine fuel systems, compression ignition air induction systems, wheel vehicle exhaust systems, vehicle liquid cooling systems, vehicle starting systems, vehicle charging systems, wheel chassis electrical systems, standard transmission assemblies, automotive transmission assemblies, air-controlled semi-automatic transmission assemblies, transfer assemblies, propeller shaft assemblies, axle assemblies, drum brake systems, hydraulic brake systems, air/hydraulic brake systems, air (wedge, s-cam) brake systems, mechanical brake systems, wheel vehicle suspension systems, wheel vehicle wheel/hub assemblies, wheel vehicle hydraulic (power) steering systems, fifth wheel assemblies, wheel vehicle crane/hoist/winch assemblies, and material handling equipment hydraulic systems, conveyor system, using remote-control panel board. May compute amount of material needed for specific job orders, applying knowledge of product and manufacturing processes and using adding machine. May compile report of quantity and type of material on hand. May move or transport material from one department to another, using hand truck or industrial truck. May compile perpetual production records in order to locate material in process of production, using manual or computerized system. May maintain employee records.

Minimum Education Requirements: High school diploma or GED equivalent

Equivalencies: None

Commercial Job Title: Material Handler Laborer - L046

Minimum General Experience: Three (3) years general experience; two (2) years specific experience.



Specific skills, knowledge: Performs physical tasks to transport or store materials or merchandise. Duties involve one or more of the following: Manually loading or unloading freight cars, trucks, or other transporting devices; unpacking, shelving, or placing items in proper storage locations; or transporting goods by hand truck, cart, or wheelbarrow

Minimum Education Requirements: High school diploma or GED equivalent

Equivalencies: None

Commercial Job Title: Fork Lift Operator – L047

Minimum General Experience: Three (3) years general experience; two (2) years specific experience.

Specific skills, knowledge: Operates electric, gasoline, or diesel-powered fork lift trucks capable of lifting loads up to, but not including 10,000 pounds, and to a height of 168". Operates the lifting and tilting controls and steers the vehicle into position to load, transport, and stack goods and materials contained on pallets, skids, crates, or boxes about the warehouse/storage facilities. Must be able to pass operator's test, read traffic signs. Follows written oral orders concerning location and priority of assignments, and instructions concerning the movement and placement of materials.

Minimum Education Requirements: High school diploma or GED equivalent

Equivalencies: None

Commercial Job Title: Shipping/Receiving Clerk L048

Minimum General Experience in years: Two (2) years specific experience.

Specific skills, knowledge: Performs clerical and physical tasks in connection with shipping goods of the establishment in which employed and receiving incoming shipments. In performing day-to-day, routine tasks, follows established guidelines. In handling unusual non-routine problems, receives specific guidance from supervisor or other officials. May direct and coordinate the activities of other workers engaged in handling goods to be shipped or being received. Shipping duties typically involve the following: Verifying that orders are accurately filled by comparing items and quantities of goods gathered for shipment against documents; insuring that shipments are properly packaged, identified with shipping information, and loaded into transporting vehicles; and preparing and keeping records of goods shipped, e.g., manifests, bills of lading. Receiving duties typically involve the following: Verifying the correctness of incoming shipments by comparing items and quantities unloaded against bills of lading, invoices, manifests, storage receipts, or other records; checking for damaged goods; insuring that goods are appropriately identified for routing to departments within the establishment; preparing and keeping records of goods received.



Minimum Education Requirements: High school diploma or GED equivalent

Equivalencies: None

Commercial Job Title: Shipping Packer – L049

Minimum General Experience in years: Three (3) years general experience. Two (2) years specific experience.

Specific skills, knowledge: Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items of stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container.

Minimum Education Requirements: High school diploma or GED equivalent

Equivalencies: None

Commercial Job Title: Warehouse Specialist –L050

Minimum General Experience in years: Three (3) years general experience; two (2) years specific experience.

Specific skills, knowledge: Receives, stores, and issues equipment, materials, supplies, merchandise, foodstuffs, or tools, and compiles stock records of items in stockroom, warehouse or storage yard. Counts, sorts, or weighs incoming articles to verify receipt of items on requisition or invoice. Examines stock to verify conformance to specifications. Stores articles in bins, on floor or on shelves, according to identifying information, such as style, size or type of material. Fills orders or issues supplies from stock. Prepares periodic, special or perpetual inventory of stock. Requisitions articles to fill incoming orders. Compiles reports on use of stock handling equipment, adjustments of inventory counts and stock records, spoilage of or damage to stock, location changes, and refusal of shipments. May mark identifying codes, figures, or letters on articles. May distribute stock among production workers, keeping records of material issued. May make adjustments or repairs to articles carried in stock. May cut stock to site to fill order.

Minimum Education Requirements: High school diploma or GED equivalent

Equivalencies: None



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Commercial Job Title: Heavy Equipment Mechanic – L051

Minimum General Experience in years: Three (3) years general experience; two (2) years specific experience

Specific Skills, Knowledge: Maintains compression ignition engines, compression ignition engine fuel systems, compression ignition air induction systems, wheel vehicle exhaust systems, vehicle liquid cooling systems, vehicle starting systems, vehicle charging systems, wheel chassis electrical systems, standard transmission assemblies, automotive transmission assemblies, air-controlled semi-automatic transmission assemblies, transfer assemblies, propeller shaft assemblies, axle assemblies, drum brake systems, hydraulic brake systems, air/hydraulic brake systems, air (wedge, s-cam) brake systems, mechanical brake systems, wheel vehicle suspension systems, wheel vehicle wheel/hub assemblies, wheel vehicle hydraulic (power) steering systems, fifth wheel assemblies, wheel vehicle crane/hoist/winch assemblies, and material handling equipment hydraulic systems.

Minimum Education Requirements: High school diploma or GED equivalent

Equivalencies: None

Commercial Job Title: Heavy Equipment Operator – L052

Minimum General Experience: Three Years general experience; two (2) years specific experience

Specific skills, knowledge: Operates all wheel vehicles and equipment over varied terrain and roadways for support of combat operations. Manages en-trucking and de-trucking of personnel being transported. Oversees and checks proper loading and unloading of cargo on vehicles and trailers. Secures cargo against inclement weather, pilferage, and damage. Operates vehicle component material handling equipment (MHE), as required. Employs land navigation techniques. Must be knowledgeable with the operation of radios and weapons when they are mounted on the vehicle. Performs vehicle self-recovery and field expedients to include towing vehicles. Corrects or reports all vehicle deficiencies; supports mechanics where necessary. Prepares vehicles for movement/shipment by air, rail, or vessel.

Performs duties in preceding skill level, and provides guidance to subordinates in accomplishing their duties. Organizes and participates in convoys. Dispatches vehicles; verifies vehicle logbooks. Receives and fills requests from authorized persons for motor transport. Compiles time, mileage and load data. Operates the Heavy Expanded Mobility Tactical Transport (HEMETT), Heavy Equipment Transporter (HET), and Palletized Loading System (PLS) vehicles to include performing self-recovery operations.

Minimum Education Requirements: High school diploma or GED equivalent

Equivalencies: None



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Commercial Job Title: Machinery Maintenance Mechanic – L053

Minimum General Experience in years: Three (3) years general experience; two (2) years specific experience.

Specific skills, knowledge: Fabricates, repairs, and modifies metallic and non metallic parts, utilizing such machines as engine lathes, utility grinders, power cutoff saws, armature undercut arbor and hydraulic presses, drill presses and their assorted attachments, accessories, and tools.

Minimum Education Requirements: High school diploma or GED equivalent

Equivalencies: None

Commercial Job Title: Woodworker –L054

Minimum General Experience in years: Three (3) years general experience; two (2) years specific experience.

Specific skills, knowledge: Constructs and repairs items such as boxes, crates, pallets, and storage bins from wood and wood substitutes. Studies specifications; and measures, marks, and cuts boards, using patterns, templates, ruler, pencil, and hand and power saws. Fastens or installs parts, using hammer, nailing machine, or power stapler. Repairs defective containers by replacing damaged parts. Inserts wood bracings, cardboard files, and felt pads in containers. May build crate around object, using ruler, hand tools, and pneumatic nailer. May fabricate, repair, modify, and replace woodwork on vehicle sides and beds. May apply preservative to prolong wood life. May pack, seal, band, and apply markings to crates and containers.

Minimum Education Requirements: High school diploma or GED equivalent

Equivalencies: None

Commercial Job Title: Senior Instructor, L055

Minimum/General Experience: Five years of experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, writing and editing technical documents and knowledge of information systems.

Functional Responsibilities: This person's primary duties are to supervise the preparation of manuals, papers, and reports. The editor may also be responsible for editing the work of others. Other duties may include training subordinates and development of training course materials.

Responsible for the overall management and direction of the Training Branch and assigned personnel. Teaches courses in one or subjects in commercial, governmental, industrial or service establishments. Prepares instructional program in accordance with training or other course requirements, assembling materials to be presented. Instructs students in the theoretical and practical aspects covering the subjects being taught. Utilizes such teaching methods as



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individual coaching, group discussions, lectures, demonstrations, seminars, and workshops. Selects or develops teaching aids such as wall charts, prepared notes, tape recordings, radio, television, films film strips, and training handbooks. Supervises practical work carried out by students, and assists them at points of difficulty. Tests students to evaluate their learning progress and to evaluate effectiveness of instruction. Compiles assignment report regarding each student. May arrange visits to or periods of employment in real-work situations to reinforce instruction.

Minimum Education: Requires a bachelor's degree

Equivalencies: An additional two years of specialized experience may substitute for the required bachelor's degree.

Commercial Job Title: Instructor, L056

Minimum/General Experience: Two years of experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, writing and editing technical documents and knowledge of information systems.

Functional Responsibilities: Duties may include training and development preparation of user and technical documentation and training course materials. Responsible for the overall management and direction of the Training Branch and assigned personnel. Teaches courses in one or subjects in commercial, governmental, industrial or service establishments. Prepares instructional program in accordance with training or other course requirements, assembling materials to be presented. Instruct students in the theoretical and practical aspects covering the subjects being taught. Utilizes such teaching methods as individual coaching, group discussions, lectures, demonstrations, seminars, and workshops. Selects or develops teaching aids such as wall charts, prepared notes, tape recordings, radio, television, films film strips, and training handbooks. Supervises practical work carried out by students, and assists them at points of difficulty. Tests students to evaluate their learning progress and to evaluate effectiveness of instruction. Compiles assignment report regarding each student. May arrange visits to or periods of employment in real-work situations to reinforce instruction.

Minimum Education: Requires a bachelor's degree

Equivalencies: Two additional years of specialized experience may substitute for bachelor's degree.

Commercial Job Title: Technical Writer/Editor, L057

Minimum/General Experience: At least five years of specialized experience. Specialized experience required includes writing or editing technical documents using applicable Government and/or industry standards.

Functional Responsibilities: This person collects and analyzes applicable technical documentation; organizes material and writes descriptive copy according to established



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standards regarding order, clarity, brevity, style, and terminology; reviews published material and recommends revisions or changes in scope, format, content, methods of reproduction and binding; may select photographs, drawings, sketches, diagrams, and charts to illustrate material; may assist in laying out material for publication; uses automated tools, including computer terminal and word processing or desktop publishing software in performing assigned duties; and may coordinate the production and distribution of material.

Minimum Education: Requires a bachelor's degree

Equivalencies: An additional two years of specialized experience may substitute for a bachelor's degree.

Commercial Job Title: Draftsman/Illustrator, L058

Minimum/General Experience: Minimum of five years experience as a draftsman/illustrator preparing graphic presentations of objects, facts, or ideas that require artistic ability. Must have demonstrated the ability to produce charts, maps, diagrams, posters, etc. using state-of-the-art graphics tools.

Functional Responsibilities: This person is responsible for the production of line drawings, exploded views of equipment, and similar kinds of drawings required in the preparation of manuals, briefings, and displays. This person may be responsible for determining the most effective type of graphics display to use in a particular situation.

Minimum Education Requirements: High school diploma or GED equivalent

Equivalencies: None

Commercial Job Title: Graphic Artist – L059

Minimum/General Experience: Minimum of five years experience as a graphic artist preparing graphic presentations of objects, facts, or ideas that require artistic ability. Must have demonstrated the ability to produce charts, maps, diagrams, posters, etc. using state-of-the-art graphics tools.

Functional Responsibilities: This person is responsible for the production of line drawings, exploded views of equipment, and similar kinds of drawings required in the preparation of manuals, briefings, and displays. This person may be responsible for determining the most effective type of graphics display to use in a particular situation.

Minimum Education: Requires a bachelor's degree

Equivalencies: An additional two years of specialized experience may substitute for a bachelor's degree.



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Commercial Job Title: Truck Driver Light Truck – L060

Minimum General Experience in years: Three (3) years general experience; two (2) years specific experience.

Specific skills, knowledge: Straight truck, less than 1 1/2 tons, usually 4 wheels. Drives one or more types of trucks with rated weight capacities up to and including one ton in hauling cargo or passengers within government installations and over public roads. Must be able to pass driver's test, read traffic signs and fill out trip tickets. Follows written or oral orders and schedules concerning where to go and what to do. Follows safety and traffic rules and drives carefully to prevent damage to truck and materials, and injury to others.

Minimum Education Requirements: High school diploma or GED equivalent

Equivalencies: None

Commercial Job Title: Truck Driver Medium Truck –L061

Minimum General Experience in years: Three (3) years general experience; two (2) years specific experience.

Specific skills, knowledge: Straight truck, 1 1/2 to 4 tons inclusive, usually 6 wheels. Drives one or more types of trucks with rated weight capacities up to and including one ton in hauling cargo or passengers within government installations and over public roads. Must be able to pass driver's test, read traffic signs and fill out trip tickets.

Minimum Education Requirements: High school diploma or GED equivalent

Equivalencies: None

Commercial Job Title: Truck Driver Heavy Truck – L062

Minimum General Experience in years: Three (3) years general experience; two (2) years specific experience.

Specific skills, knowledge: Rated capacity is the gross vehicle weight minus the empty weight

Minimum Education Requirements: High school diploma or GED equivalent

Equivalencies: None

Commercial Job Title: Truck Driver Tractor-Trailer – L063

Minimum General Experience in years: Three (3) years general experience; two (2) years specific experience.



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Specific skills, knowledge: Rated capacity is the gross vehicle weight minus the empty weight

Minimum Education Requirements: High school diploma or GED equivalent

Equivalencies: None

Commercial Job Title: Senior Software Engineer, L064

Minimum/General Experience: Ten years of experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, use of programming languages and knowledge of database management systems, and software development management experience. This person must have extensive experience in planning, executing, and managing the integration of software systems.

Functional Responsibilities: Duties may include performing, leading, and coordinating activities in one or more of the following areas: requirements analysis, design analysis, design, programming, software integration, documentation, test and evaluation, and other technical tasks. This person is responsible for scheduling the workload of subordinates

Minimum Education: Requires a bachelor's degree

Equivalencies: An additional two years of specialized experience may substitute for the required bachelor's degree.

Commercial Job Title: Executive Software Specialist, L065

Minimum/General Experience: At least requires eight years of experience in AIS. This person must have an extensive background in operating systems, relational database management systems, and software design and performance as it relates to increasing AIS effectiveness.

Functional Responsibilities: Primary responsibilities are the analysis and comparison of different equipment to software programs in order to determine potential effectiveness and to make recommendations on what are the most effective combinations.

Minimum Education: Requires a bachelor's degree

Equivalencies: An additional two years of specialized experience may be substituted for the required bachelor's degree.

Commercial Job Title: Computer Security Systems Specialist III066

Minimum/General Experience: At least ten years working in security of automated information systems with at least five years of specialized experience in security and a demonstrated proficiency in maintaining security records IAW accepted standards.



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Functional Responsibilities: This person is responsible for ensuring that the security of automated information systems is maintained; analyzes and defines security requirements for multilevel security (MLS) issues; designs, develops, engineers, and implements solutions to MLS requirements. Duties include ensuring that only authorized users have access to the system; processing requests for access and issuing required log ins and passwords to authorized personnel, performing risk assessment, advising management on AIS security, and supervising the activities of other security personnel

Minimum Education: Requires a bachelor's degree in computer science or a related field.

Equivalencies: An additional two years of specialized experience may substitute for the required bachelor's degree.

Commercial Job Title: Computer Security Systems Specialist II, L067

Minimum/General Experience: At least six years of working in security of automated information systems and a demonstrated proficiency in maintaining security records IAW accepted standards.

Functional Responsibilities: This person is responsible for ensuring that the security of automated information systems is maintained. Duties include ensuring that only authorized users have access to the system, processing requests for access, and issuing required log INS and passwords to authorized personnel.

Minimum Education: Requires a bachelor's degree in computer science or a related field.

Equivalencies: An additional two years of specialized experience may substitute the required bachelor's degree.

Commercial Job Title: Computer Security Systems Specialist I, L068

Minimum/General Experience: At least three years of working with automated information systems and a familiarity with common security practices

Functional Responsibilities: This person is responsible for ensuring that the security of automated information systems is maintained. Duties include ensuring that only authorized users have access to the system, processing requests for access, and issuing required log INS and passwords to authorized personnel.

Minimum Education: High school diploma

Equivalencies: None



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COMMERCIAL LABOR CATEGORIES AND GUARANTEES:

XOtech-LLC offers only the personnel who meet or exceed the minimum qualification requirements stated in the Commercial Labor Category Descriptions provided herein. XOtech-LLC does allow experience to substitute for education requirements. XOtech-LLC criteria for minimum experience substitution by educational degree are as follows.

Undergraduate:	2 years of specific related experience may substitute for an Undergraduate degree.
Graduate or Above:	A BA and 2 years of specific related experience may substitute for a Graduate degree. 2 years of specific related experience may substitute for each advance degree.

GSA and/or the ordering activities may have access to any XOtech-LLC employee resume (by request) before, during or after assignment of any GSA order. If for some extenuating reason a person assigned to an order must be replaced or substituted, the ordering activity will be notified in advance, in writing, and the substituting personnel will have equal or greater qualifications required by the labor category of the departing employee.



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GOVERNMENT FACILITY RATES – NON-EXEMPT GSA LABOR CATEGORY

SCA Labor categories. Prices shown are ceiling rates based on D.O.L. WD # 2133

Atlanta, GA. For those task/delivery orders quoted on that area outside of the ceiling rate location, the prices offered will be discounted accordingly for the area of performance. **Year 11 is current through 6/24/2014**

Rates good through:	Year 11	Year 12	Year 13	Year 14	Year 15
	6/25/2013-6/24/2014	6/25/2014-6/24/2015	6/25/2015-6/24/2016	6/25/2016-6/24/2017	6/25/2017-6/24/2018
Communications Network Mgr.	\$38.59	\$39.32	\$40.07	\$40.83	\$41.60
Communications Specialist	\$35.16	\$35.83	\$36.51	\$37.20	\$37.91
Computer Security Sys. Spec. I	\$53.48	\$54.50	\$55.54	\$56.59	\$57.67
Computer Security Sys. Spec. II	\$59.15	\$60.27	\$61.42	\$62.59	\$63.78
Computer Security Sys. Spec III	\$65.49	\$66.73	\$68.00	\$69.29	\$70.61
Computer Spec. (Oper.)	\$50.63	\$51.59	\$52.57	\$53.57	\$54.58
Computer Systems Analyst I	\$53.48	\$54.50	\$55.54	\$56.59	\$57.67
Computer Systems Analyst II	\$59.15	\$60.27	\$61.42	\$62.59	\$63.78
Computer Systems Analyst III	\$65.49	\$66.73	\$68.00	\$69.29	\$70.61
Dispatcher, Motor Vehicle	\$38.44	\$39.17	\$39.91	\$40.67	\$41.44
Draftsman/Illustrator	\$53.89	\$54.91	\$55.95	\$57.02	\$58.10
Electronics Maint. Tech.	\$47.67	\$48.57	\$49.49	\$50.44	\$51.39
Forklift Operator	\$31.02	\$31.61	\$32.21	\$32.82	\$33.45
Fuel Distribution Operator	\$33.58	\$34.21	\$34.86	\$35.53	\$36.20
Graphic Artist	\$47.75	\$48.66	\$49.58	\$50.52	\$51.48
Heavy Equipment Mechanic	\$41.97	\$42.76	\$43.58	\$44.40	\$45.25
Heavy Equipment Operators	\$38.05	\$38.77	\$39.51	\$40.26	\$41.02
Instructor	\$46.30	\$47.18	\$48.08	\$48.99	\$49.93
Jr. Computer Spec. (Oper.)	\$42.30	\$43.11	\$43.93	\$44.76	\$45.61
Jr. Electronics Maint. Tech.	\$41.55	\$42.34	\$43.14	\$43.96	\$44.79
Machinery Maint. Mechanic	\$40.84	\$41.62	\$42.41	\$43.21	\$44.03
Material Coordinator	\$39.31	\$40.06	\$40.82	\$41.59	\$42.38
Material Handling Laborer	\$28.11	\$28.65	\$29.19	\$29.75	\$30.31
Motor Vehicle Mechanic	\$45.51	\$46.38	\$47.26	\$48.16	\$49.07
Senior Instructor	\$55.25	\$56.30	\$57.37	\$58.46	\$59.57
Shipping Packer	\$29.54	\$30.10	\$30.67	\$31.26	\$31.85
Shipping/Receiving Clerk	\$30.57	\$31.15	\$31.74	\$32.34	\$32.96
Sr. Electronics Maint. Tech.	\$53.53	\$54.55	\$55.59	\$56.64	\$57.72
Stock Control Clerk	\$33.91	\$34.56	\$35.21	\$35.88	\$36.56
Supply Technician	\$51.06	\$52.03	\$53.02	\$54.03	\$55.06
Technical Writer/Editor	\$67.39	\$68.67	\$69.97	\$71.30	\$72.66
Truck Driver, Heavy Truck	\$41.33	\$42.11	\$42.91	\$43.73	\$44.56
Truck Driver, Light Truck	\$32.10	\$32.71	\$33.33	\$33.96	\$34.61
Truck Driver, Medium Truck	\$34.50	\$35.16	\$35.82	\$36.51	\$37.20
Truck Driver, Tractor-Trailer	\$41.33	\$42.11	\$42.91	\$43.73	\$44.56
Warehouse Specialist	\$31.02	\$31.61	\$32.21	\$32.82	\$33.45



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Woodworkers	\$29.37	\$29.93	\$30.50	\$31.08	\$31.67
Word Processor I	\$31.81	\$32.42	\$33.03	\$33.66	\$34.30
Word Processor II	\$37.01	\$37.71	\$38.43	\$39.16	\$39.90
Word Processor III	\$40.69	\$41.46	\$42.25	\$43.05	\$43.87



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CONTRACTOR FACILITY RATES – NON-EXEMPT GSA LABOR CATEGORY

SCA Labor categories. Prices shown are ceiling rates based on D.O.L. WD # 2133 Atlanta, GA. For those task/delivery orders quoted on that area outside of the ceiling rate location, the prices offered will be discounted accordingly for the area of performance. **Year 11 is current through 6/24/2014**

Rates good through:	Year 11	Year 12	Year 13	Year 14	Year 15
	6/25/2013-6/24/2014	6/25/2014-6/24/2015	6/25/2015-6/24/2016	6/25/2016-6/24/2017	6/25/2017-6/24/2018
Communications Network Mgr.	\$44.95	\$45.81	\$46.68	\$47.57	\$48.47
Communications Specialist	\$40.96	\$41.74	\$42.53	\$43.34	\$44.16
Computer Security Sys. Spec. I	\$62.31	\$63.49	\$64.70	\$65.93	\$67.18
Computer Security Sys. Spec. II	\$68.91	\$70.22	\$71.55	\$72.91	\$74.30
Computer Security Sys. Spec III	\$76.29	\$77.74	\$79.22	\$80.73	\$82.26
Computer Spec. (Oper.)	\$58.98	\$60.10	\$61.24	\$62.40	\$63.59
Computer Systems Analyst I	\$62.31	\$63.49	\$64.70	\$65.93	\$67.18
Computer Systems Analyst II	\$68.91	\$70.22	\$71.55	\$72.91	\$74.30
Computer Systems Analyst III	\$76.29	\$77.74	\$79.22	\$80.73	\$82.26
Dispatcher, Motor Vehicle	\$44.78	\$45.63	\$46.50	\$47.38	\$48.28
Draftsman/Illustrator	\$62.78	\$63.97	\$65.19	\$66.43	\$67.69
Electronics Maint. Tech.	\$55.53	\$56.59	\$57.66	\$58.76	\$59.87
Forklift Operator	\$36.14	\$36.83	\$37.53	\$38.24	\$38.97
Fuel Distribution Operator	\$39.12	\$39.86	\$40.62	\$41.39	\$42.18
Graphic Artist	\$55.63	\$56.69	\$57.76	\$58.86	\$59.98
Heavy Equipment Mechanic	\$48.89	\$49.82	\$50.77	\$51.73	\$52.71
Heavy Equipment Operators	\$44.33	\$45.17	\$46.03	\$46.90	\$47.79
Instructor	\$53.94	\$54.97	\$56.01	\$57.08	\$58.16
Jr. Computer Spec. (Oper.)	\$49.28	\$50.22	\$51.17	\$52.15	\$53.14
Jr. Electronics Maint. Tech.	\$48.40	\$49.32	\$50.26	\$51.21	\$52.19
Machinery Maint. Mechanic	\$47.58	\$48.48	\$49.40	\$50.34	\$51.30
Material Coordinator	\$45.80	\$46.67	\$47.55	\$48.46	\$49.38
Material Handling Laborer	\$32.75	\$33.37	\$34.01	\$34.65	\$35.31
Motor Vehicle Mechanic	\$53.02	\$54.03	\$55.06	\$56.10	\$57.17
Senior Instructor	\$64.37	\$65.59	\$66.83	\$68.10	\$69.40
Shipping Packer	\$34.42	\$35.07	\$35.74	\$36.41	\$37.11
Shipping/Receiving Clerk	\$35.61	\$36.29	\$36.98	\$37.68	\$38.39
Sr. Electronics Maint. Tech.	\$62.37	\$63.55	\$64.76	\$65.99	\$67.24
Stock Control Clerk	\$39.51	\$40.26	\$41.02	\$41.80	\$42.60
Supply Technician	\$59.49	\$60.62	\$61.77	\$62.94	\$64.14
Technical Writer/Editor	\$78.51	\$80.00	\$81.52	\$83.07	\$84.65
Truck Driver, Heavy Truck	\$48.15	\$49.06	\$49.99	\$50.94	\$51.91
Truck Driver, Light Truck	\$37.39	\$38.10	\$38.83	\$39.57	\$40.32
Truck Driver, Medium Truck	\$40.19	\$40.96	\$41.74	\$42.53	\$43.34
Truck Driver, Tractor-Trailer	\$48.15	\$49.06	\$49.99	\$50.94	\$51.91
Warehouse Specialist	\$36.14	\$36.83	\$37.53	\$38.24	\$38.97
Woodworkers	\$34.22	\$34.87	\$35.53	\$36.21	\$36.90



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Word Processor I	\$37.06	\$37.76	\$38.48	\$39.21	\$39.96
Word Processor II	\$43.11	\$43.93	\$44.77	\$45.62	\$46.48
Word Processor III	\$47.40	\$48.30	\$49.22	\$50.16	\$51.11



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GOVERNMENT FACILITY RATES – EXEMPT GSA LABOR CATEGORY

Year 11 is current through 6/24/2014

Rates good through:	Year 11	Year 12	Year 13	Year 14	Year 15
	6/25/2013-6/24/2014	6/25/2014-6/24/2015	6/25/2015-6/24/2016	6/25/2016-6/24/2017	6/25/2017-6/24/2018
Administrative Spec II	\$49.65	\$50.59	\$51.55	\$52.53	\$53.53
Application Programmer	\$57.53	\$58.63	\$59.74	\$60.87	\$62.03
Data Base Mgmt Spec	\$57.53	\$58.63	\$59.74	\$60.87	\$62.03
Data Conversion Spec	\$60.57	\$61.72	\$62.89	\$64.09	\$65.31
Enterprise Resource Processing Specialist (ERP) I	\$72.83	\$74.21	\$75.62	\$77.06	\$78.52
Enterprise Resource Processing Specialist (ERP) II	\$90.16	\$91.87	\$93.62	\$95.40	\$97.21
Enterprise Resource Processing Specialist (ERP) III	\$102.59	\$104.54	\$106.53	\$108.55	\$110.62
Executive Software Specialist	\$93.61	\$95.38	\$97.20	\$99.04	\$100.92
Functional Analyst I	\$55.75	\$56.81	\$57.89	\$58.99	\$60.11
Functional Analyst II	\$60.57	\$61.72	\$62.89	\$64.09	\$65.31
Functional Analyst III	\$60.57	\$61.72	\$62.89	\$64.09	\$65.31
Functional Analyst IV	\$65.04	\$66.28	\$67.54	\$68.82	\$70.13
Functional Analyst V	\$68.27	\$69.57	\$70.89	\$72.24	\$73.61
Help Desk Manager	\$60.57	\$61.72	\$62.89	\$64.09	\$65.31
Help Desk Specialist	\$60.57	\$61.72	\$62.89	\$64.09	\$65.31
Information Engineer	\$69.65	\$70.97	\$72.32	\$73.69	\$75.09
Jr. Applications Programmer	\$52.30	\$53.29	\$54.30	\$55.33	\$56.38
Logistics Mgmt Specialist I	\$55.75	\$56.81	\$57.89	\$58.99	\$60.11
Logistics Mgmt Specialist II	\$60.57	\$61.72	\$62.89	\$64.09	\$65.31
Logistics Mgmt Specialist III	\$60.57	\$61.72	\$62.89	\$64.09	\$65.31
Logistics Mgmt Specialist IV	\$65.04	\$66.28	\$67.54	\$68.82	\$70.13
Logistics Mgmt Specialist V	\$68.27	\$69.57	\$70.89	\$72.24	\$73.61
Network Technician	\$47.82	\$48.73	\$49.66	\$50.60	\$51.56
Principal Sr Functional Analyst	\$88.06	\$89.74	\$91.44	\$93.18	\$94.95
Principal Sr Logistics Mgmt Specialist	\$88.06	\$89.74	\$91.44	\$93.18	\$94.95
Program Manager	\$99.89	\$101.79	\$103.72	\$105.70	\$107.70
Project Manager	\$83.29	\$84.88	\$86.49	\$88.13	\$89.81
Quality Assurance Manager	\$69.65	\$70.97	\$72.32	\$73.69	\$75.09
Quality Assurance Spec	\$60.57	\$61.72	\$62.89	\$64.09	\$65.31
Senior Functional Analyst	\$70.52	\$71.86	\$73.23	\$74.62	\$76.04
Senior Help Desk Manager	\$66.80	\$68.06	\$69.36	\$70.68	\$72.02
Senior Logistics Mgmt Specialist	\$70.52	\$71.86	\$73.23	\$74.62	\$76.04



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Senior Software Specialist	\$107.65	\$109.69	\$111.78	\$113.90	\$116.06
Sr. Applications Programmer	\$69.65	\$70.97	\$72.32	\$73.69	\$75.09
Sr. Data Base Mgmt. Spec.	\$66.15	\$67.41	\$68.69	\$70.00	\$71.33
Sr. Information Engineer	\$93.61	\$95.38	\$97.20	\$99.04	\$100.92
Sr. Network Technician	\$60.57	\$61.72	\$62.89	\$64.09	\$65.31
Sr. Software Engineer	\$69.65	\$70.97	\$72.32	\$73.69	\$75.09
Sr. Systems Administrator	\$66.62	\$67.89	\$69.18	\$70.49	\$71.83
Subject Matter Expert (SME) I	\$66.62	\$67.89	\$69.18	\$70.49	\$71.83
Subject Matter Expert (SME) II	\$69.65	\$70.97	\$72.32	\$73.69	\$75.09
Subject Matter Expert (SME) III	\$83.54	\$85.12	\$86.74	\$88.39	\$90.07
Systems Administrator	\$60.57	\$61.72	\$62.89	\$64.09	\$65.31

CONTRACTOR FACILITY RATES – EXEMPT GSA LABOR CATEGORY

Year 11 is current through 6/24/2014

Rates good through:	Year 11	Year 12	Year 13	Year 14	Year 15
	6/25/2013-6/24/2014	6/25/2014-6/24/2015	6/25/2015-6/24/2016	6/25/2016-6/24/2017	6/25/2017-6/24/2018
Administrative Spec II	\$57.87	\$58.97	\$60.09	\$61.23	\$62.39
Application Programmer	\$67.05	\$68.32	\$69.62	\$70.95	\$72.29
Data Base Mgmt Spec	\$67.05	\$68.32	\$69.62	\$70.95	\$72.29
Data Conversion Spec	\$70.60	\$71.94	\$73.30	\$74.70	\$76.12
Enterprise Resource Processing Specialist (ERP) I	\$84.85	\$86.46	\$88.11	\$89.78	\$91.49
Enterprise Resource Processing Specialist (ERP) II	\$105.05	\$107.04	\$109.08	\$111.15	\$113.26
Enterprise Resource Processing Specialist (ERP) III	\$119.52	\$121.79	\$124.10	\$126.46	\$128.86
Executive Software Specialist	\$109.10	\$111.18	\$113.29	\$115.44	\$117.64
Functional Analyst I	\$64.98	\$66.22	\$67.47	\$68.76	\$70.06
Functional Analyst II	\$70.60	\$71.94	\$73.30	\$74.70	\$76.12
Functional Analyst III	\$70.60	\$71.94	\$73.30	\$74.70	\$76.12
Functional Analyst IV	\$75.77	\$77.21	\$78.68	\$80.17	\$81.70
Functional Analyst V	\$79.54	\$81.05	\$82.59	\$84.16	\$85.76
Help Desk Manager	\$70.60	\$71.94	\$73.30	\$74.70	\$76.12
Help Desk Specialist	\$70.60	\$71.94	\$73.30	\$74.70	\$76.12
Information Engineer	\$81.18	\$82.73	\$84.30	\$85.90	\$87.53
Jr. Applications Programmer	\$60.97	\$62.13	\$63.31	\$64.51	\$65.73
Logistics Mgmt Specialist I	\$64.98	\$66.22	\$67.47	\$68.76	\$70.06
Logistics Mgmt Specialist II	\$70.60	\$71.94	\$73.30	\$74.70	\$76.12
Logistics Mgmt Specialist III	\$70.60	\$71.94	\$73.30	\$74.70	\$76.12



EMPOWERING THE MISSION

Logistics Mgmt Specialist IV	\$75.77	\$77.21	\$78.68	\$80.17	\$81.70
Logistics Mgmt Specialist V	\$79.54	\$81.05	\$82.59	\$84.16	\$85.76
Network Technician	\$55.72	\$56.78	\$57.86	\$58.96	\$60.08
Principal Sr Functional Analyst	\$102.59	\$104.54	\$106.53	\$108.55	\$110.62
Principal Sr Logistics Mgmt Specialist	\$102.59	\$104.54	\$106.53	\$108.55	\$110.62
Program Manager	\$116.42	\$118.63	\$120.89	\$123.18	\$125.52
Project Manager	\$97.08	\$98.92	\$100.80	\$102.72	\$104.67
Quality Assurance Manager	\$81.18	\$82.73	\$84.30	\$85.90	\$87.53
Quality Assurance Spec	\$70.60	\$71.94	\$73.30	\$74.70	\$76.12
Senior Functional Analyst	\$82.16	\$83.72	\$85.31	\$86.93	\$88.59
Senior Help Desk Manager	\$80.85	\$82.38	\$83.95	\$85.54	\$87.17
Senior Logistics Mgmt Specialist	\$82.16	\$83.72	\$85.31	\$86.93	\$88.59
Senior Software Specialist	\$125.40	\$127.78	\$130.21	\$132.68	\$135.20
Sr. Applications. Programmer	\$81.18	\$82.73	\$84.30	\$85.90	\$87.53
Sr. Data Base Mgmt. Spec.	\$77.10	\$78.56	\$80.06	\$81.58	\$83.13
Sr. Information Engineer	\$109.10	\$111.18	\$113.29	\$115.44	\$117.64
Sr. Network Technician	\$70.60	\$71.94	\$73.30	\$74.70	\$76.12
Sr. Software Engineer	\$81.18	\$82.73	\$84.30	\$85.90	\$87.53
Sr. Systems Administrator	\$77.66	\$79.13	\$80.64	\$82.17	\$83.73
Subject Matter Expert (SME) I	\$77.62	\$79.09	\$80.59	\$82.13	\$83.69
Subject Matter Expert (SME) II	\$81.13	\$82.67	\$84.25	\$85.85	\$87.48
Subject Matter Expert (SME) III	\$97.33	\$99.18	\$101.07	\$102.99	\$104.95
Systems Administrator	\$70.60	\$71.94	\$73.30	\$74.70	\$76.12