



Tetra Tech, Inc.

Schedule Title	FSC Group 871 - Professional Engineering Services (PES)
Contract Number	GS-23F-0112L
Contract Period	02/09/01 – 02/08/16
Contractor	Tetra Tech, Inc. 3475 East Foothill Boulevard, Suite 300 Pasadena, CA 91107
Business Size	Large
Telephone	(626) 351-4664
Facsimile	(626) 351-5291
Web Site	http://www.tetrattech.com
Program Manager	David Liu, Ph.D. Tel: (626) 470-2441 Fax: (626) 470-2641 E-mail: david.liu@tetrattech.com
Alternate Point of Contact	Randall Westhaus Tel: (805) 681-3100 Fax: (805) 681-3108 E-mail: randy.westhaus@tetrattech.com
Contract Manager	Barbara Petersen Tel: (626) 470-2407 Fax: (626) 470-2607 E-mail: barbara.petersen@tetrattech.com



Tetra Tech, Inc. Contract Information

1a. Table of Awarded Special Item Number(s):

Special Item Number (SIN)	Description
SIN 871-1, 871-1RC	Strategic Planning for Technology Programs / Activities
SIN 871-2, 871-2RC	Concept Development and Requirements Analysis
SIN 871-3, 871-3RC	System Design, Engineering and Integration
SIN 871-4, 871-4RC	Test and Evaluation
SIN 871-5, 871-5RC	Integrated Logistics Support
SIN 871-6, 871-6RC	Acquisition and Life Cycle Management

1b. Identification of lowest priced model number: **N/A**

1c. If the Contractor is proposing hourly rates: **See Labor Category table at the end of the document.**

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

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

4. Geographic Area Covered: **Worldwide**

5. Point(s) of production (city, county, and state or foreign country): **Same as company address**

6. Discount from list of prices or statement of net price: **N/A**

7. Other discounts: **N/A**

8. Prompt payment terms: **0%, Net 30 days.**

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

9b. Notification whether Government purchase cards are accepted or not accepted above the micropurchase threshold: **Will accept \$2,500 and less**

10. Foreign items (list items by country of origin): **None**

11a. Time of Delivery: **Will be negotiated for individual task orders**

11b. Expedited Delivery: **Contact Contractor**

11c. Overnight and 2-day delivery: **Contact Contractor**

11d. Urgent Requirements: **Contact Contractor**

12. F.O.B Points(s): **Destination**

13a. Ordering Address(es): **Same as company address**

14. Payment address(es): **Tetra Tech Division, Dept. 1654, Denver, CO 80291-1654**

15. Warranty provision: **Contractor's standard commercial warranty**

16. Export Packing Charges (if applicable): **N/A**

17. Terms and conditions of Government purchase card acceptance (any thresholds above the micropurchase level): **Contact Contractor**

18. Terms and conditions of rental, maintenance, and repair (if applicable): **N/A**

19. Terms and conditions of installation (if applicable): **N/A**
20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): **N/A**
- 20a. Terms and conditions for any other services (if applicable): **N/A**
21. List of service and distribution points (if applicable): **N/A**
22. List of participating dealers (if applicable): **N/A**
23. Preventative maintenance (if applicable): **N/A**
- 24a. Special attributes: **N/A**
- 24b. Section 508 compliance: **N/A**
25. Data Universal Numbering System (DUNS) number: **04-522-4250**
26. Notification regarding registration in Central Contractor Registration (CCR) database: **Registered**

About Tetra Tech

As one of the largest engineering consulting firms in the United States, Tetra Tech has built a reputation in the industry as a leader in developing effective solutions to constantly changing, tough engineering challenges. For the past three decades, Tetra Tech has been providing public and private clients innovative answers to complex engineering problems. With an initial focus on water resources, Tetra Tech has expanded its services to all areas of environmental and engineering disciplines. We have created a company of over 13,000 professionals, unfettered by hierarchical organizational structure and complex cost centers, who continuously develop and apply emerging and innovative techniques to assist our clients. Our reputation for providing effective engineering services is backed by reliable systems, engineering, scientific, economic, and business analyses.

Encompassing the complete range of engineering services, from preparing master plans to operating and maintaining treatment systems, we have a broad base of satisfied customers. They include major branches of the U.S. government, numerous state and local agencies, international government and funding agencies, and many of the world's leading corporations, in the petrochemical, aerospace, pharmaceutical, mining, manufacturing, and telecommunications industries.

Tom Peters, author of the highly regarded book *On Achieving Excellence*, wrote that Tetra Tech "doesn't 'serve' or 'satisfy' the customer: it becomes one with the customer." A key element of our company's approach to serving clients is to listen to the customer and develop an understanding of the customer's needs. Tetra Tech scientists, engineers, analysts, programmers, and support personnel examine legislative and regulatory changes, innovations in science and technology, and other factors that will affect the future needs of our customers. Our unique partnership arrangements with clients strengthen our engineering support programs. We envision similar relationships with all our clients through which, together, we can develop and implement strategies for improving the effectiveness and efficiency of our customers' programs.

Company Highlights

- Approximately 13,000 employees in more than 300 locations worldwide
- Engineering News Record: Ranked No. 6 among the top 500 engineering/design firms (April 2001) and ranked No. 2 in green design of government offices for design firms in the U.S.
- Quantum Companies: One of the 100 companies that will change the face of tomorrow's business

- Fortune Magazine: One of the 100 fastest growing companies

Using the GSA Schedule

What Are the Advantages of Using the GSA Schedule?

GSA Federal Supply Schedule Program makes it easier for federal customers to buy commercial services. Under the program, GSA has entered into contracts with commercial firms to provide various products and services to any agency of the federal government. Because the procurement process has already been streamlined—that is, capabilities have been reviewed, rates have been negotiated, and vendors have been prequalified—all a federal customer must do is place an order directly with and receive products and services directly from a schedule contractor. Federal customers, therefore, can reduce significantly the time necessary to obtain services to as little as two weeks. Finally, the relationship between the contractor and the customer is a direct one—the customer need not transfer funds to GSA.

How Do I Use the GSA Schedule?

Using the GSA vehicle reduces the time and money necessary to obtain services from Tetra Tech. For example, no Commerce Business Daily (CBD) synopsis is required, competitive requirements outlined in the Federal Acquisition Regulations (FAR) already have been met, Tetra Tech rates have been determined to be fair and reasonable, and all applicable laws and regulations have been applied. Obtaining access to Tetra Tech services is a straight-forward, simple process:

Step 1: Identify your short- and long-term requirements.

Step 2: Prepare a statement of work (scope, schedule, and deliverables) and establish a funding mechanism.

Step 3: For orders of less than \$2,500, select the contractor that is best suited to your needs and arrange for your contracting officer to place the order directly with the contractor.

For orders of more than \$2,500, have your contracting officer issue the statement of work and a request for quotation to three prequalified professional engineering service firms.

Step 4: After you have received the responses to the request for quotation, review them to identify the best value, and place your order.

If you have questions, please contact the Tetra Tech Program or Contract Manager listed above for the GSA Professional Engineering Services Schedule.

Description of Services Offered by SIN

Under the Professional Engineering Services contract, Tetra Tech services are identified according to Special Item Numbers. The SINs are listed below, each with examples of the types of tasks that can be conducted under that SIN. The tasks identified are examples only; they are not the only services that Tetra Tech can provide under the SIN.

SIN	Description
871-1, 871-1RC	Strategic Planning for Technology Programs/Activities Tetra Tech can perform definition and interpretation of high-level organizational engineering performance requirements and the objectives and approaches to their achievement. The following are just a few examples of the types of strategic planning

SIN	Description
	<p>services and documentation that Tetra Tech can provide under this SIN, which include:</p> <p>Analyses of missions, requirements, program goals, and objectives; organizational performance assessments; master plans, feasibility studies, and special studies; programmatic reports and planning documents; and training, privatization, and outsourcing.</p>
<p>871-2, 871-2RC</p>	<p>Concept Development and Requirements Analysis</p> <p>The development of conceptual models and design criteria are critical to ensuring that the goals of an engineering project are met. Tetra Tech experienced engineers and designers utilize state-of-the-art computer programs and analyses to develop the basis of design. Among the type of reports and services Tetra Tech can provide under this SIN are:</p> <p>Design analysis reports; site conceptual models; predesign studies; feasibility studies; alternatives analyses; design criteria development; and computer modeling and analyses.</p>
<p>871-3, 871-3RC</p>	<p>System Design, Engineering, and Integration</p> <p>Since 1966, Tetra Tech has been providing detailed engineering design in the areas of transportation, water supply, wastewater treatment, remediation, telecommunications, infrastructure, and site development. We are staffed by architects, as well as civil, mechanical, structural, electrical, instrumentation, environmental, chemical, and radio frequency engineers. We are experienced in developing detailed plans and specifications in accordance with government standards such as the U.S. Army Corps of Engineers Guide Specifications, the Navy SPECSINTACT, as well as industry standards (e.g., Construction Specifications Institute specifications). In the areas of design and engineering, Tetra Tech can provide:</p> <p>Preliminary and detailed design; engineering plans and technical specifications; computer-aided design and drafting (CADD); construction cost estimates; value engineering; safety and reliability analyses; biddability, constructability, and operability reviews; systems integration, sustainable design, and green building design; and network design and radio frequency engineering.</p>
<p>871-4, 871-4RC</p>	<p>Test and Evaluation</p> <p>During the course of conceptual or predesign services, it is often necessary to conduct field tests or investigations to confirm assumptions or obtain new data. Tetra Tech staff are well equipped to conduct all types of testing and evaluation. Site investigations will yield site-specific information critical to the design process. Some of the services that we can provide under this SIN include:</p> <p>Test plan development; field surveys and land surveys; field sampling and screening; materials and soil testing; physical and chemical laboratory analyses; confirmation sampling; and operation of test equipment.</p>
<p>871-5, 871-5RC</p>	<p>Integrated Logistics Support</p> <p>Numerous government functions require integrated logistics support. Tetra Tech professionals can analyze, plan, and design all engineering logistics support for material goods, personnel, and operational maintenance and repair of systems throughout their life cycles. A few examples of the types of services and tasks that we can provide under this</p>

SIN	Description
	<p>SIN include:</p> <p>Ergonomic and human performance analyses; feasibility analyses; logistics planning; policy standards and procedures development; long-term reliability and maintainability; life cycle cost analyses; optimization studies; privatization, outsourcing, and training; and geographic Information Systems (GIS).</p>
<p>871-6, 871-6RC</p>	<p>Acquisition and Life Cycle Management</p> <p>Whether involved in the acquisition of clerical supplies or intricate weapons systems, Tetra Tech can provide the planning, budgetary, contract, and systems/program management functions required to procure and/or produce, render operational, and provide life cycle support to systems and projects. Typical services include:</p> <p>Program and project management; operation and maintenance; technology transfer; remedial process optimization; pollution prevention; energy analyses and life cycle engineering; environmental impact analyses during product or service life cycle; automated maintenance management services; relational database design.</p>

Organizations That Can Access the GSA Schedule and Client List

The following agencies and organizations can use the Tetra Tech GSA Schedule:

- All military and civilian federal agencies
- All executive, legislative, and judicial branches of the government
- Government contractors authorized by a federal agency pursuant to 48 Code of Federal Regulations (CFR) 51.1
- Mixed-ownership government corporations, as defined by the Government Corporation Act
- Other activities and organizations authorized by statute or regulation to use GSA as a source of supply

Representative List of Tetra Tech U.S. Government Clients

- Department of Defense
- U.S. Army
- U.S. Army Corps of Engineers
- U.S. Navy
- U.S. Air Force
- U.S. Marine Corps
- Department of Energy
- Department of the Interior
- Department of State
- Federal Emergency Management Agency

- General Services Administration
- National Oceanic and Atmospheric Administration
- U.S. Agency for International Development
- U.S. Coast Guard
- U.S. Environmental Protection Agency
- U.S. Postal Service

Tetra Tech, Inc. Contract Price List

Tetra Tech, Inc. Labor Category	Hourly Rates				
	Year 11	Year 12	Year 13	Year 14	Year 15
	2/9/11 – 2/8/12	2/9/12 – 2/8/13	2/9/13 – 2/8/14	2/9/14 – 2/8/15	2/9/15 – 2/8/16
Program Managers	\$169.67	\$175.10	\$180.70	\$186.48	\$192.45
Project Managers	\$136.87	\$141.25	\$145.77	\$150.43	\$155.24
Administrative, Principal	\$99.26	\$102.44	\$105.72	\$109.10	\$112.59
Administrative, Senior	\$67.53	\$69.69	\$71.92	\$74.22	\$76.60
Administrative, Staff	\$58.76	\$60.64	\$62.58	\$64.58	\$66.65
Administrative, Junior*	\$48.00	\$49.54	\$51.13	\$52.77	\$54.46
Biologist, Principal	\$145.00	\$149.64	\$154.43	\$159.37	\$164.47
Biologist, Senior	\$101.00	\$104.23	\$107.57	\$111.01	\$114.56
Biologist, Staff	\$81.10	\$83.70	\$86.38	\$89.14	\$91.99
Biologist, Junior	\$63.66	\$65.70	\$67.80	\$69.97	\$72.21
Chemical Engineer, Principal	\$125.22	\$129.23	\$133.37	\$137.64	\$142.04
Chemical Engineer, Senior	\$101.00	\$104.23	\$107.57	\$111.01	\$114.56
Chemical Engineer, Staff	\$83.97	\$86.66	\$89.43	\$92.29	\$95.24
Chemical Engineer, Junior	\$66.20	\$68.32	\$70.51	\$72.77	\$75.10
Civil Engineer, Principal	\$125.22	\$129.23	\$133.37	\$137.64	\$142.04
Civil Engineer, Senior	\$101.00	\$104.23	\$107.57	\$111.01	\$114.56
Civil Engineer, Staff	\$83.97	\$86.66	\$89.43	\$92.29	\$95.24
Civil Engineer, Junior	\$66.20	\$68.32	\$70.51	\$72.77	\$75.10
Economists	\$78.83	\$81.35	\$83.95	\$86.64	\$89.41
Electrical Engineer, Principal	\$125.22	\$129.23	\$133.37	\$137.64	\$142.04
Electrical Engineer, Senior	\$101.00	\$104.23	\$107.57	\$111.01	\$114.56
Electrical Engineer, Staff	\$83.97	\$86.66	\$89.43	\$92.29	\$95.24
Electrical Engineer, Junior	\$66.20	\$68.32	\$70.51	\$72.77	\$75.10
Eng. & Tech. Analyst, Principal	\$125.22	\$129.23	\$133.37	\$137.64	\$142.04
Eng. & Tech. Analyst, Senior	\$101.00	\$104.23	\$107.57	\$111.01	\$114.56
Eng. & Tech. Analyst, Staff	\$83.97	\$86.66	\$89.43	\$92.29	\$95.24
Eng. & Tech. Analyst, Junior	\$66.20	\$68.32	\$70.51	\$72.77	\$75.10
Information Specialist	\$91.55	\$94.48	\$97.50	\$100.62	\$103.84
Mechanical Eng., Principal	\$125.22	\$129.23	\$133.37	\$137.64	\$142.04
Mechanical Eng., Senior	\$101.00	\$104.23	\$107.57	\$111.01	\$114.56
Mechanical Eng., Staff	\$83.97	\$86.66	\$89.43	\$92.29	\$95.24
Mechanical Eng., Junior	\$66.20	\$68.32	\$70.51	\$72.77	\$75.10
Scientist, Principal	\$125.22	\$129.23	\$133.37	\$137.64	\$142.04
Scientist, Senior	\$101.00	\$104.23	\$107.57	\$111.01	\$114.56
Scientist, Staff	\$79.99	\$82.55	\$85.19	\$87.92	\$90.73
Scientist, Junior	\$64.06	\$66.11	\$68.23	\$70.41	\$72.66
Statisticians	\$125.22	\$129.23	\$133.37	\$137.64	\$142.04
Surveyor, Staff*	\$71.51	\$73.80	\$76.16	\$78.60	\$81.12

Tetra Tech, Inc. Labor Category	Hourly Rates				
	Year 11	Year 12	Year 13	Year 14	Year 15
	2/9/11 – 2/8/12	2/9/12 – 2/8/13	2/9/13 – 2/8/14	2/9/14 – 2/8/15	2/9/15 – 2/8/16
Surveyor, Junior*	\$47.15	\$48.66	\$50.22	\$51.83	\$53.49
Technical Specialists, Principal	\$125.22	\$129.23	\$133.37	\$137.64	\$142.04
Technical Specialists, Senior	\$101.00	\$104.23	\$107.57	\$111.01	\$114.56
Technical Specialists, Staff	\$83.97	\$86.66	\$89.43	\$92.29	\$95.24
Technical Specialists, Junior	\$66.20	\$68.32	\$70.51	\$72.77	\$75.10
Technicians, Principal	\$74.37	\$76.75	\$79.21	\$81.74	\$84.36
Technicians, Senior*	\$65.14	\$67.22	\$69.37	\$71.59	\$73.88
Technicians, Staff*	\$58.00	\$59.86	\$61.78	\$63.76	\$65.80
Technicians, Junior*	\$45.70	\$47.16	\$48.67	\$50.23	\$51.84
Trainers, Principal	\$125.22	\$129.23	\$133.37	\$137.64	\$142.04
Trainers, Senior	\$106.78	\$110.20	\$113.73	\$117.37	\$121.13
Trainers, Staff	\$83.97	\$86.66	\$89.43	\$92.29	\$95.24
Trainers, Junior	\$66.20	\$68.32	\$70.51	\$72.77	\$75.10
Writers, Principal	\$125.22	\$129.23	\$133.37	\$137.64	\$142.04
Writers, Senior	\$106.78	\$110.20	\$113.73	\$117.37	\$121.13
Writers, Staff*	\$83.97	\$86.66	\$89.43	\$92.29	\$95.24
Writers, Junior	\$66.20	\$68.32	\$70.51	\$72.77	\$75.10
CADD, Principal	\$73.87	\$76.23	\$78.67	\$81.19	\$83.79
CADD, Senior	\$71.15	\$73.43	\$75.78	\$78.20	\$80.70
CADD, Staff	\$63.98	\$66.03	\$68.14	\$70.32	\$72.57
CADD, Junior	\$60.79	\$62.74	\$64.75	\$66.82	\$68.96

Prices include an Industrial Funding Fee of 0.75% and an annual escalation of 3.2%.

*Service Contract Act applies to these labor categories

Service Contract Act (SCA) Categories and Wage Determinations

SCA Eligible Contract Labor Category	SCA Equivalent Code - Title	WD Number
Administrative Junior	01020 – Administrative Assistant	05-2047
Surveyor, Staff	99830 – Survey Party Chief	05-2047
Surveyor, Junior	99832 – Surveying Aide	05-2047
Technicians, Senior	30084 – Engineering Technician IV	05-2047
Technicians, Staff	30082 – Engineering Technician II	05-2047
Technicians, Junior	30081 – Engineering Technician I	05-2047
Writer Staff	30463 – Technical Writer II	05-2047

The Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. 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.

Tetra Tech, Inc. Labor Category Requirements

Labor Category	Minimum Education	Minimum Experience
Program Managers	BS/BA Professional Registration	17 years; 15 w/ MS/MA 10 years PM experience
Provides authoritative technical expertise and advice on complex problems requiring novel and innovative approaches to solve. Manages functional area of business line programs that are sensitive or official in nature, broad in scope and impact. Oversees the project management activities of less senior PM's. Requires complex judgments based on analytical thought. Carries significant company authority and responsibility to commit company resources. May administer projects of unlimited size.		
Project Managers	BS/BA Professional Registration	14 years; 12 w/ MS/MA 8 years PM experience
Provides authoritative technical expertise and advice on complex problems. Services as primary contact with the client and manages projects to meet client requirement. Oversees the project management activities of less senior PM's. Requires independent evaluation of information in complicated and dynamic situations. Manages projects of broad scope and impact and has responsibility to commit company resources. Fiscal Responsibilities: May administer projects in excess of \$1,000,000.		
Administrative, Biologist and Scientist Principal	BS/BA	14 years; 12 w/ MS/MA
Provides authoritative technical expertise and advice on complex problems. Participates with other senior managers to establish strategic plans and objectives. Makes final decisions in administrative or operational matters and ensures units' achievement of objectives. Requires independent evaluation of information in complicated and dynamic situations		
Administrative, Biologist and Scientist Senior	BS/BA	10 years; 8 w/ MS/MA
Provides authoritative technical expertise and advice on difficult problems. Plans and directs projects and supplies technical inspiration, leadership and consultation to professional co-workers. May represent the organization in outside discussions and technical forums. Generally works with wide latitude for unreviewed action or decision. Manager establishes operational objectives and work plans and delegates assignments to subordinate managers.		
Administrative, Biologist and Scientist Staff	High School/GED	4 years
Possesses and applies comprehensive knowledge of particular field of specialization to the completion of difficult assignments. Under general supervision, plans, conducts and supervises assignments. Reviews progress and evaluates results. Plans and assigns personnel for given projects or tasks. Assists with the review and evaluation of personnel performance. Interprets and applies organization policy. Recommends changes in procedures. Operates with substantial latitude for unreviewed action or decision. Reviews progress with management		
Administrative, Biologist and Scientist Junior	High School/GED	1-3 years
Knows and applies the fundamental concepts, practices and procedures of particular field specialization. Under supervision, performs work that is varied and that may be somewhat difficult in character, but usually involves limited responsibility. Some evaluation, originality or ingenuity is required.		
Chemical, Civil, Electrical and Mechanical Engineers; Eng &Tech Analyst, Technical Specialists, Trainers and Writers, Principal	BS/BA	14 years; 12 w/ MS/MA
Provides authoritative technical expertise and advice on complex problems. Participates with other senior managers to establish strategic plans and objectives. Makes final decisions in administrative or operational		

Labor Category	Minimum Education	Minimum Experience
matters and ensures units' achievement of objectives. Requires independent evaluation of information in complicated and dynamic situations.		
Chemical, Civil, Electrical and Mechanical Engineers; Eng &Tech Analyst, Technical Specialists, Trainers and Writers, Senior	BS/BA	14 years; 12 w/ MS/MA
Provides authoritative technical expertise and advice on difficult problems. Usually has achieved recognized standing in professional field through original contribution. Plans and directs projects and supplies technical inspiration, leadership and consultation to professional co-workers. May represent the organization in outside discussions and technical forums. Generally works with wide latitude for unreviewed action or decision. Manager establishes operational objectives and work plans and delegates assignments to subordinate managers.		
Chemical, Civil, Electrical and Mechanical Engineers; Eng &Tech Analyst, Technical Specialists, Trainers and Writers, Staff	High School/GED	3-6 years
Possesses and applies comprehensive knowledge of particular field of specialization to the completion of difficult assignments. Under general supervision, plans, conducts and supervises assignments. Reviews progress and evaluates results. Plans and assigns personnel for given projects or tasks. Assists with the review and evaluation of personnel performance. Interprets and applies organization policy. Recommends changes in procedures. Operates with substantial latitude for unreviewed action or decision. Reviews progress with management.		
Chemical, Civil, Electrical and Mechanical Engineers; Eng &Tech Analyst, Technical Specialists, Trainers and Writers, Junior	High School/GED	1-3 years
Knows and applies the fundamental concepts, practices and procedures of particular field specialization. Under supervision, performs work that is varied and that may be somewhat difficult in character, but usually involves limited responsibility. Some evaluation, originality or ingenuity is required.		
Economists	BS/BA	4 years
Possesses and applies comprehensive knowledge of particular field of specialization to the completion of difficult assignments. Under general supervision, plans, conducts and supervises assignments. Reviews progress and evaluates results. Plans and assigns personnel for given projects or tasks. Assists with the review and evaluation of personnel performance. Interprets and applies organization policy. Recommends changes in procedures. Operates with substantial latitude for unreviewed action or decision. Reviews progress with management.		
Information Specialists	BS/BA	8 years; 4 w/ MS/MA
Possesses and applies a broad knowledge of principles, practices, and procedures of particular field of specialization to the completion of complex assignments. Plans and conducts assignments, generally involving the larger and more important projects or more than one project. Reviews progress, evaluates results, and recommends major changes in procedures. Operates with considerable latitude for unreviewed action or decision. Manager establishes department objectives and determines how to use resources to meet schedules and goals.		
Statisticians	BS/BA	14 years; 12 w/ MS/MA
Provides authoritative technical expertise and advice on complex problems. Participates with other senior managers to establish strategic plans and objectives. Makes final decisions in administrative or operational matters and ensures units' achievement of objectives. Requires independent evaluation of information in complicated and dynamic situations.		
Surveyor, Staff	High School/GED	4 years

Labor Category	Minimum Education	Minimum Experience
<p>Possesses and applies comprehensive knowledge of particular field of specialization to the completion of difficult assignments. Under general supervision, plans, conducts and supervises assignments. Reviews progress and evaluates results. Plans and assigns personnel for given projects or tasks. Assists with the review and evaluation of personnel performance. Interprets and applies organization policy. Recommends changes in procedures. Operates with substantial latitude for unreviewed action or decision. Reviews progress with management.</p>		
Surveyor, Junior	High School/GED	1-3 years
<p>Knows and applies the fundamental concepts, practices and procedures of particular field specialization. Under supervision, performs work that is varied and that may be somewhat difficult in character, but usually involves limited responsibility. Some evaluation, originality or ingenuity is required.</p>		
Technicians, Principal	BS/BA	8 years
<p>Possesses and applies a broad knowledge of principles, practices, and procedures of particular field of specialization to the completion of complex assignments. Plans and conducts assignments, generally involving the larger and more important projects or more than one project. Reviews progress, evaluates results, and recommends major changes in procedures. Operates with considerable latitude for unreviewed action or decision. Manager establishes department objectives and determines how to use resources to meet schedules and goals.</p>		
Technicians, Senior	High School/GED	5-8 years
<p>Applies advanced skills in area of specialization. May adapt procedures, techniques, tools, materials and/or equipment to meet special needs. Duties and tasks are varied and moderately complex. Resolves most questions and problems, and refers only the most complex issues to higher levels.</p>		
Technicians, Staff	High School/GED	2-5 years
<p>Applies basic and some advanced skills in procedures, techniques, tools, materials and/or equipment appropriate to area of specialization. Duties and tasks are varied but standardized. Performs some more advanced functions. Resolves routine questions and problems and refers more complex issues to higher levels.</p>		
Technicians, Junior	High School/GED	1-2 years
<p>Applies and develops basic skills in procedures, techniques, tools, materials, and/or equipment appropriate to area of specialization. Duties and tasks are simple and repetitive. Assists in more advanced functions as part of training and development. Refers questions and problems to higher levels.</p>		
CADD, Principal	BS/BA	10 years
<p>Provides authoritative technical expertise and advice on difficult problems. Plans and directs projects and supplies technical inspiration, leadership and consultation to professional co-workers. May represent the organization in outside discussions and technical forums. Generally works with wide latitude for unreviewed action or decision. Manager establishes operational objectives and work plans and delegates assignments to subordinate managers.</p>		
CADD, Senior	BS/BA	8 years
<p>Possesses and applies a broad knowledge of principles, practices, and procedures of particular field of specialization to the completion of complex assignments. Plans and conducts assignments, generally involving the larger and more important projects or more than one project. Reviews progress, evaluates results, and recommends major changes in procedures. Operates with considerable latitude for unreviewed action or decision. Manager establishes department objectives and determines how to use resources to meet schedules and goals.</p>		
CADD, Staff	High School/GED	6 years
<p>Possesses and applies a broad knowledge of principles, practices, and procedures of particular field of specialization to the completion of difficult assignments. Plans and conducts assignments, generally involving the larger and more important projects or more than one project. Provides consultation to professional co-workers. Manager receives assignments in the form of objectives and determines how to use resources to meet schedules</p>		

Labor Category	Minimum Education	Minimum Experience
and goals. Recommends changes to policies and establishes procedures that affect immediate department.		
CADD, Junior	High School/GED	2-4 years
Possesses and applies comprehensive knowledge of particular field of specialization to the completion of difficult assignments. Under general supervision, plans, conducts and supervises assignments. Reviews progress and evaluates results. Plans and assigns personnel for given projects or tasks. Assists with the review and evaluation of personnel performance. Interprets and applies organization policy. Recommends changes in procedures. Operates with substantial latitude for unreviewed action or decision. Reviews progress with management.		