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				2/11/2008 - 2/10/2009	2/11/2009 - 2/10/2010	2/11/2010 - 2/10/2011	2/11/2011 - 2/10/2012	2/11/2012 - 2/10/2013	2/11/2013 - 2/10/2014	2/11/2014 - 2/10/2015	2/11/2015 - 2/10/2016	2/11/2016 - 2/10/2017	2/11/2017 - 2/10/2018
Commercial Job Title	General Experience	Functional Responsibility	Minimum Education	YR 1 Rate	YR 2 Rate	YR 3 Rate	YR 4 Rate	YR 5 Rate	YR 6 Rate	YR 7 Rate	YR 8 Rate	YR 9 Rate	YR 10 Rate
Technical/ Systems Architect	Over ten (10) years of experience with the design, execution, and oversight of information technology (IT) projects. The experience should include:  1. Detailed design and implementation of IT Solutions 2. Detailed functional and gap analysis 3. Detailed migration planning 4. Software and system development and acceptance testing	Lead the design of IT solutions, which incorporate technical infrastructure, hardware and software. Identifies interfaces between application including legacy systems. Supports program/project management, business case analysis and alternative solutions.	Bachelors Degree in Computer Science, Engineering or related field.	\$113.50	\$116.91	\$120.42	\$124.03	\$127.75	\$131.58	\$135.53	\$139.60	\$143.79	\$148.10
Program Manager	Has over 12 years of IT knowledge and expertise. Serves as program manager for a large, complex project (or a group of projects affecting the same common/standard/migration system) and work with the Customer representatives, management personnel and agency representatives. Responsible for the overall management of the specific task order(s) and insuring that the technical solutions and schedules in the task order are implemented in a timely manner. Performs enterprise wide horizontal integration planning and interfaces to other functional systems.	Acts as overall program manager and central point of contact for program wide IT solution activities. Responsible for planning and executing a project. Prepares and maintains the project schedule and budget. Prepares and delivers status reports to the customer. Oversees all work and takes corrective action as necessary to ensure project success. Manages staffing, budget, prioritization, and other personnel matters. May serve as technical lead for the project.	Bachelor's degree in Engineering, Business, Science or related disciplines.	\$113.50	\$116.91	\$120.42	\$124.03	\$127.75	\$131.58	\$135.53	\$139.60	\$143.79	\$148.10
Project Manager	Has over ten (10) years of IT knowledge and expertise. Serves as project manager for task order (or a group of task orders affecting the same common/standard/migration system) and shall assist the Program Manager in working with the Customer representatives, management personnel and agency representatives. Under the guidance of the Program Manager, responsible for the overall management of the specific task order(s) and insuring that the technical solutions and schedules in the task order are implemented in a timely manner. Performs enterprise wide horizontal integration planning and interfaces to other functional systems.	Acts as manager and central point of contact for a specific project or task within the program. Responsible for planning and executing a project. Prepares and maintains the project schedule and budget. Prepares and delivers status reports to the customer. Primary point of contact for the customer. Oversees all work and takes corrective action as necessary to ensure project success. Manages staffing, budget, prioritization, and other personnel matters. May serve as technical lead for the project.	Bachelor's degree in Engineering, Business, Science or related disciplines.	\$97.28	\$100.20	\$103.21	\$106.31	\$109.50	\$112.79	\$116.17	\$119.66	\$123.25	\$126.95
Senior Engineer /Analyst	Nine (9) years of progressive experience in systems life cycle management, structured system development methodologies, structured analysis in Information Technology (IT) or relevant technical discipline. The experience should include at least five projects in the required technical areas. At least one project must have occurred within the past (3) years.	Provides design, programming, documentation and implementation of applications, which requires knowledge of information technology systems for effective development and deployment of software modules. Provides technical and administrative direction for tasks, including review of work products for correctness, compliance with industry accepted standards, and user standards specified in specific Task Orders.  Applies process improvement and reengineering methodologies and principles to conduct process modernization projects.	Bachelor's degree in Engineering, Business, Science or related disciplines.	\$97.28	\$100.20	\$103.21	\$106.31	\$109.50	\$112.79	\$116.17	\$119.66	\$123.25	\$126.95

Engineer/ Analyst	Five (5) years of progressive experience in computer programming, information systems or a relevant technical or scientific discipline. The experience should include at least two projects in technical areas. At least one project must have occurred within the past two (2) years. Possess good organizational skills and interpersonal skills to effectively relate to agency and customer needs.	Works under general supervision, developing the requirements of a product from inception to conclusion. Develops required specifications for simple to moderately complex problems. Designs and codes software components, units, and modules that meet product specifications. Tests and debugs assigned components and units.	Bachelor's degree in Engineering, Business, Science or related disciplines.	\$81.07	\$83.50	\$86.01	\$88.59	\$91.25	\$93.99	\$96.81	\$99.71	\$102.70	\$105.78
Junior Engineer/ Analyst	Recent graduate with two (2) years of experience in computer programming and/or information systems development or relevant technical discipline. Possess strong organizational and interpersonal skills.	Works under close supervision, developing the requirements of a product from inception to conclusion. Develops required specifications for simple to moderately complex problems. Designs and codes software components, units, and modules that meet product specifications. Tests and debugs assigned components and units.	Bachelor's degree in Engineering, Business, Science or related disciplines.	\$64.86	\$66.81	\$68.81	\$70.87	\$73.00	\$75.19	\$77.45	\$79.77	\$82.16	\$84.62
Senior Database Specialist	Ten (10) years general experience of which eight (8) years must be specialized. General experience includes increasing responsibilities in the development and maintenance of database systems. Specialized experience includes experience database design and system analysis, and data manipulation languages.	Manages the development of database projects. Plans and budget staff and data base resources. Prepares and delivers presentations on database management concepts. Provides supervision and direction to support staff.	Bachelor's degree in Engineering, Business, Science or related disciplines.	\$102.69	\$105.77	\$108.94	\$112.21	\$115.58	\$119.05	\$122.62	\$126.30	\$130.09	\$133.99
Database Specialist	Six (6) years of general experience of which four (4) years must be specialized. General experience includes increasing responsibilities in DBMS systems analysis and programming. Specialized experience includes experience using current DBMS' technologies, application design utilizing various DBMS and experience with DBMS internals.	Provides highly technical expertise in the use of DBMS. Evaluates and recommends available DBMS products to support validated user requirements.	Bachelor's degree in Engineering, Business, Science or related disciplines.	\$86.49	\$89.08	\$91.75	\$94.50	\$97.34	\$100.26	\$103.27	\$106.37	\$109.56	\$112.85
Senior Functional Analyst	Eight (8) years of general experience of which six (6) years should must be specialized in information technology projects functional analysis.	Possess superior functional knowledge of task order specific requirements and have experience in developing business and functional requirements for complex IT projects. Analyze user needs to determine functional and cross functional requirements.	Bachelor's degree in Engineering, Business, Science or related disciplines.	\$91.88	\$94.64	\$97.48	\$100.40	\$103.41	\$106.51	\$109.71	\$113.00	\$116.39	\$119.88
Subject Matter Expert	Twelve (12) years of general experience supporting information technology projects related to individual's subject matter expertise. These senior personnel are renowned experts in either functional domains or technical disciplines with many years of experience. They have advanced degrees and extensive experience as technical leaders.	Subject Matter Experts (SME) serve as technical experts in areas relevant to a particular project. SMEs produce and/or review substantive and/or complex technical documentation reflecting detailed knowledge of technical areas as identified in the statement of work. Documentation subjects include systems design, system architecture, feasibility studies, and system specifications.	Bachelor's degree in Engineering, Business, Science or related disciplines.	\$124.31	\$128.04	\$131.88	\$135.84	\$139.92	\$144.12	\$148.44	\$152.89	\$157.48	\$162.20
Business Analyst	Four (4) years of experience in business architecture design implementation, change management efforts, business support, analysis, or business process redesign.	Formulates and defines systems scope and objectives based on both user needs and a thorough understanding of business systems and industry requirements. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operation time, and form of desired results. Includes analysis of business and user needs, documentation of requirements, and translation into proper system requirements specifications. Provides consultation on complex projects and is considered to be the top level contributor/specialist of most phases of systems analysis, while considering the business implications of the application of technology to the current and future business environment.	Bachelors degree in engineering, computer science, business or related field or at least four (4) years of work experience including one (1) year of specialized experience in related technical area(s).								\$76.16	\$78.44	\$80.80

Business Analyst Sr.	Six (6) years of experience in business architecture design implementation, change management efforts, business support, analysis, or business process redesign.	Leads teams and formulates and defines systems scope and objectives based on both user needs and a thorough understanding of business systems and industry requirements. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operation time, and form of desired results. Includes analysis of business and user needs, documentation of requirements, and translation into proper system requirements specifications. Provides consultation on complex projects and is considered to be the top level contributor/specialist of most phases of systems analysis, while considering the business implications of the application of technology to the current and future business environment.	Bachelors degree in engineering, computer science, business or related field degree or at least six (6) years of work experience including three (3) year of specialized experience in related technical area(s).								\$103.21	\$106.31	\$109.50
Business Process Specialist/Analyst III	Eight (8) years of experience applying and leading process improvement and reengineering methodologies and principles to conduct process modernization projects.	Analyzes process and re-engineering, with an understanding of technical problems and solutions as they relate to the current and future business environment. Creates process change by integrating new processes with existing ones and communicating these changes to impacted Business Systems teams. Recommends and facilitates quality improvement efforts.	Bachelors degree in engineering, computer science, business or related field degree or at least eight (8) years of work experience including four (4) years of specialized experience in related technical area(s).								\$192.91	\$198.69	\$204.65
Documentation Specialist/Technical Writer	Two (2) years of experience using word processing, financial/spreadsheet, presentation graphics, and desktop publishing applications and tools.	Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. Coordinates the display of graphics and the production of the document. Ensures content is of high quality and conforms to standards.	Associates degree in engineering, computer science, business or related field or at least two (2) years of work experience including one (1) year of specialized experience in technical writing.								\$52.03	\$53.59	\$55.20
Help Desk/Desk Side Specialist III	Two (2) years of experience answering phones and responding to emails for technical support. Providing customer service.	Serves as the point of contact for troubleshooting information technology problems. Resolve problems by providing corrective instructions and consulting with coworkers and vendors. Improve programs by notifying programmers of problems and making recommendations for problem resolution. Maintain help desk database by entering caller statistics, inquiries and responses, while also providing statistical information as requested, identifying trends, and making suggestions for preventive action.	High school diploma and two (2) years work related experience.								\$68.91	\$70.98	\$73.11
Help Desk/Desk Side Specialist II	One (1) year of experience answering phones and responding to emails for technical support. Providing customer service.	Serves as the point of contact for troubleshooting information technology problems. Resolve problems by providing corrective instructions and consulting with coworkers and vendors. Improve programs by notifying programmers of problems and making recommendations for problem resolution. Maintain help desk database by entering caller statistics, inquiries and responses, while also providing statistical information as requested, identifying trends, and making suggestions for preventive action.	High school diploma and one (1) year work related experience.								\$55.69	\$57.36	\$59.08

Task Lead II	Three (3) years of IT knowledge and experience. Serves as lead for task order (or a group of task orders affecting the same common/standard/migration system) and shall assist the Program or Project Manager in working with the Customer representatives, management personnel and agency representatives. Under the guidance of the Program or Project Manager, responsible for the overall management of the specific task order(s) and insuring that the technical solutions and schedules in the task order are implemented in a timely manner.	Responsible for assisting in planning and executing a project. Assists in preparing and maintaining the project schedule and budget. Prepares and delivers status reports to the customer. Oversees all work and takes corrective action as necessary to ensure project success. Assists with managing staffing, budget, prioritization, and other personnel matters. May serve as technical lead for the project.	Associates degree in engineering, computer science, business or related field or at least three (3) years of work experience including one (1) year of specialized experience in project management								\$116.50	\$119.99	\$123.59
Quality Assurance Specialist	Four (4) years of progressive experience in the planning, implementation and execution of quality assurance programs; the preparation of quality assurance program plans; the development and/overview of quality assurance processes and procedures as well as associated documentation; the development of quality assurance metrics, measurement parameters, assessment criteria and reporting mechanisms; the analysis of performance data and the preparation of recommendations for improvement; and the conduct of quality assurance inspections in accordance with documented processes/procedures.	Provides development of Software Quality Assurance Plan and the implementation of procedures that conforms to the requirements of the contract. Provides an independent assessment of how the project's software development process is being implemented relative to the defined process and recommends methods to optimize the organization's process. May be responsible for all activities involving quality assurance and compliance with applicable regulatory requirements. Conducts audits and reviews/analyzes data and documentation. Develops and implements procedures and test plans for assuring quality in a system development environment which supports large databases and applications.	Associates degree in engineering, computer science, business or related field degree or at least four (4) years of work experience.								\$78.10	\$80.44	\$82.86
Subject Matter Expert Sr. I	Fifteen (15) years experience in the relevant field, or a combination of relevant experience coupled with specialized education or subject matter experience. Concentrated hands-on experience in the specific discipline of the subject matter field required by a customer task order.	This position performs in highly specialized subject areas, such as satellite telecommunications, information assurance, financial systems, BPR, human factors engineering, and systems design or engineering. The SME provides technical and/or specialized guidance concerning complex problems or challenges in the subject matter field. Performs analysis and studies, prepares reports, and gives presentations. Works independently or as a member of a team.	Bachelors degree in engineering, computer science, business or related field or at least fifteen (15) years of work experience supporting information technology projects related to individual's subject matter expertise								\$248.63	\$256.09	\$263.77
Systems Administrator Sr.	At least four (4) years design, configuration, implementation, and on-going support of computer operating systems experience. Performs new releases/upgrades for servers/ workstations. Provides user account management, maintenance & security solutions. Provides expert understanding of the back-end server functionality and technical specifications.	Is responsible for effective provisioning, installation/configuration, operation, and maintenance of systems hardware and software and related infrastructure. Participates in technical research and development to enable continuing innovation within the infrastructure. Ensures that system hardware, operating systems, software systems, and related procedures adhere to organizational values, enabling staff, volunteers, and Partners.	Bachelors degree in engineering, computer science, business or related field or at least four (4) years of work experience including three (3) years of specialized experience in related technical area(s).								\$107.47	\$110.69	\$114.01

Training Specialist	Three (3) years of experience providing support for coordinating, developing, and delivering computer-related training to the user community.	Assesses, designs, and conceptualizes training scenarios, approaches, objectives, plans, tools, aids, curriculums, and other state of the art technologies related to training and behavioral studies. Identifies the best approach training requirements to include, but not limited to hardware, software, simulations, course assessment and refreshment, assessment centers, oral examinations, interviews, computer assisted and adaptive testing, behavior-based assessment and performance, and team and unit assessment and measurement. Develops and revises training courses. Prepares training catalogs and course materials. Trains personnel by conducting formal classroom courses, workshops, and seminars.	Associates degree in engineering, computer science, business or related field or at least three (3) years of work experience including one (1) year of specialized experience as a trainer.								\$67.77	\$69.81	\$71.90
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