



MANAGEMENT STAFF	
DESCRIPTION:	Individuals requiring the training skills and experience of professional, technical or analytical staff plus extensive management/supervisory experience. Must have experience in technical or managerial experience in information resources management. Equivalent experience may be substituted for a degree or certification.
MINIMUM/ GENERAL EXPERIENCE:	Must have a management background with demonstrated knowledge of a technical discipline.
FUNCTIONAL RESPONSIBILITY:	The Management staff typically is responsible for the technical contract management of programs and projects. Majority of contact with various management levels within an operating unit, at other operating units and within the customer community concerning programs/projects, operational decisions, and contractual clarifications.

Level	Category #	Minimum Education	Minimum Experience	Rates - Uncleared	Rates - Cleared
Level 1	1300	Bachelor's Degree	1 year	\$72.32	\$91.12
Level 2	1301	Bachelor's Degree	2 years	\$77.38	\$96.73
Level 3	1302	Bachelor's Degree	3 years	\$82.80	\$103.50
Level 4	1303	Bachelor's Degree	4 years	\$88.59	\$110.74
Level 5	1304	Bachelor's Degree	5 years	\$94.80	\$118.50
Level 6	1305	Bachelor's Degree	7 years	\$102.54	\$128.17
Level 7	1306	Bachelor's Degree	10 years	\$115.34	\$144.17
Level 8	1307	Master's Degree	12 years	\$124.74	\$155.94
Level 9	1308	Master's Degree	15 years	\$140.32	\$175.40
Level 10	1309	Master's Degree	17 years	\$151.78	\$189.71
Level 9	1310	Master's Degree	20 years	\$170.72	\$213.41



ADMINISTRATIVE STAFF	
DESCRIPTION:	Individuals requiring experience in general office administration using various software packages for word processing, graphic/artist presentations, publications/documentation and spreadsheets. May support either management or project staff. Equivalent experience may be substituted for a degree.
MINIMUM/ GENERAL EXPERIENCE:	Applies general knowledge of standards, concepts, practices, and techniques related to the administrative function(s) in order to accomplish assignments. Understanding of specific job requirements with requisite skills to perform assigned tasks with minimal supervision.
FUNCTIONAL RESPONSIBILITY:	May perform administrative duties related to word processing; travel; data management; project library; document control; document production; technical aide; data entry and computer support such as computer operations; computer technical support; and computer security.

Level	Category #	Minimum Education	Minimum Experience	Rates - Uncleared	Rates - Cleared
Level 1	1000	High School Diploma	1 year	\$44.40	\$55.94
Level 2	1001	High School Diploma	2 years	\$47.51	\$59.39
Level 3	1002	High School Diploma	3 years	\$50.83	\$63.54
Level 4	1003	Associates Degree	4 years	\$54.39	\$67.99
Level 5	1004	Bachelor's Degree	5 years	\$58.20	\$72.75
Level 6	1005	Bachelor's Degree	7 years	\$62.95	\$78.69
Level 7	1006	Bachelor's Degree	10 years	\$70.81	\$88.51



ANALYTICAL STAFF	
DESCRIPTION:	Individuals requiring the training, analytical/programmatic skills and experience to operate within a high-tech environment. Experience in system analysis and implementation of system engineering; or electrical design, design assurance, software engineering, program design and implementation or testing of high tech products and systems. Equivalent experience may be substituted for a degree,
MINIMUM/ GENERAL EXPERIENCE:	The Analytical Staff must possess professional training or equivalent experience in one of the following types of disciplines: computer science; computer systems; decision support; computer security; electronic commerce; business process reengineering; business process analyses; database analysis , information architecture planning and design; engineering; operations research; modeling and simulation; math; physics; quality assurance; systems analysis; business or management.
FUNCTIONAL RESPONSIBILITY:	The Analytical Staff provides specialized knowledge of system requirements and programming specifications. Designs solutions based on customer needs and technical considerations. Analyzes job tasks, organizational structure and user requirements to provide system-wide solutions. Applies analytical expertise to assist in defining, analyzing, validating and documenting complex operating environments, states of technology and current processes.

Level	Category #	Minimum Education	Minimum Experience	Rates – Uncleared	Rates – Cleared
Level 1	1100	Bachelor's Degree	none	\$67.68	\$82.32
Level 2	1101	Bachelor's Degree	1 year	\$72.42	\$90.52
Level 3	1102	Bachelor's Degree	2 years	\$79.55	\$96.00
Level 4	1103	Bachelor's Degree	3 years	\$87.50	\$105.60
Level 5	1104	Bachelor's Degree	4 years	\$96.26	\$116.16
Level 6	1105	Bachelor's Degree	5 years	\$105.89	\$127.78
Level 7	1106	Bachelor's Degree	7 years	\$116.74	\$140.88
Level 8	1107	Bachelor's Degree	10 years	\$135.14	\$163.07
Level 9	1108	Bachelor's Degree	12 years	\$146.16	\$176.38
Level 10	1109	Bachelor's Degree	15 years	\$164.42	\$198.50
Level 11	1110	Bachelor's Degree	17 years	\$177.83	\$2222.29
Level 12	1111	Bachelor's Degree	20 years	\$200.04	\$250.05



TECHNICAL STAFF	
DESCRIPTION:	Individuals requiring the training, analytical/programmatic skills and experience to operate within a high-tech environment. Experience in information systems development, functional and data requirements analysis, systems analysis and design, programming, program design, computer software, system security, or LANs/WANs. Equivalent experience may be substituted for a degree or certification .
MINIMUM/ GENERAL EXPERIENCE:	The technical staff must possess technical training or equivalent experience in one of the following types of disciplines: computer science; computer systems; decision support; computer security; electronic commerce; business process reengineering; business process analyses; database / information architecture planning and design; engineering; operations research; modeling and simulation; math; physics; quality assurance; systems analysis; business or management.
FUNCTIONAL RESPONSIBILITY:	The Technical Staff provides specialized knowledge of complex customer processes and requirements. Applies technical expertise to assist in defining, analyzing, validating, and documenting complex operating environments, states of technology and current engineering processes. Conducts complex technical investigations through advanced research techniques, analysis or development phases of engineering projects.

Level	Category #	Minimum Education	Minimum Experience	Rates – Uncleared	Rates – Cleared
Level 1	1500	Associates Degree	3 years	\$75.64	\$94.55
Level 2	1501	High School Diploma	4 years	\$76.86	\$96.08
Level 3	1502	Bachelor's Degree	1 year	\$82.26	\$102.83
Level 4	1503	Bachelor's Degree	2 years	\$88.02	\$110.02
Level 5	1504	Bachelor's Degree	3 years	\$102.91	\$128.64
Level 6	1505	Bachelor's Degree	4 years	\$110.11	\$137.64
Level 7	1506	Bachelor's Degree	5 years	\$123.49	\$154.36
Level 8	1507	Bachelor's Degree	7 years	\$135.84	\$169.80
Level 9	1508	Bachelor's Degree	10 years	\$156.90	\$196.13



PROFESSIONAL STAFF	
DESCRIPTION:	Individuals requiring the training, skills and experience of Technical Staff, plus extensive breadth and depth of knowledge in one or more specific domains and normally operating in a management structure which provides sophisticated planning, scheduling, performance tracking, risk management and day-to-day program administration. Equivalent experience may be substituted for a degree or certification .
MINIMUM/ GENERAL EXPERIENCE:	The Professional Staff is generally experienced in one or more specific domains and may have experience as a subject matter expert in a related military or commercial application. Must possess training or equivalent experience in one of the following types of disciplines: computer science; computer systems; decision support; computer security; electronic commerce; business process reengineering; business process analyses; information architecture planning and design; engineering; operations research; modeling and simulation; math; physics; quality assurance; systems analysis; business or management.
FUNCTIONAL RESPONSIBILITY:	The Professional Staff must have been or be able to obtain a security clearance at the level of Secret or higher and/or be able to perform in an environment involving special security requirements, as tasks orders may dictate. Demonstrates a broad knowledge of the technical discipline and applies extensive expertise as a generalist. Applies and or develops advanced technologies, scientific principles, theories and concepts in related technical disciplines or in a specialty.

Level	Category #	Minimum Education	Minimum Experience	Rates - Uncleared	Rates - Cleared
Level 1	1400	Bachelor's Degree	1 year	\$75.14	\$93.92
Level 2	1401	Bachelor's Degree	2 years	\$80.39	\$100.50
Level 3	1402	Bachelor's Degree	3 years	\$86.02	\$107.53
Level 4	1403	Bachelor's Degree	4 years	\$92.05	\$115.06
Level 5	1404	Bachelor's Degree	5 years	\$98.49	\$123.11
Level 6	1405	Bachelor's Degree	7 years	\$106.53	\$133.15
Level 7	1406	Bachelor's Degree	10 years	\$119.82	\$149.78
Level 8	1407	Master's Degree	12 years	\$142.56	\$178.21
Level 9	1408	Master's Degree	15 years	\$160.37	\$200.46



CONSULTANT STAFF	
DESCRIPTION:	These subject matter experts in the respective concentrations of engineering, science, and finance apply sound analysis, business practices, and scientific expertise to solve a wide variety of customer problems. These may include conducting reengineering efforts of complex financial processes and systems; applying advanced scientific technologies in systems, experiments and demonstrations; and introducing into systems the application of leading edge technological developments. Equivalent experience may be substituted for a degree or <u>certification</u> .
MINIMUM/ GENERAL EXPERIENCE:	Expert in the one of the following areas: business; business management; financial management; systems management; operations research; computer science; engineering; physics; math; behavioral science or related areas. May have published articles or books in field of expertise and/or made presentations at professional conferences.
FUNCTIONAL RESPONSIBILITY:	Assists in developing programs and implementing creative and innovative solutions to the customer's problems. Researches and analyzes customer requirements. Applies expert knowledge to determine accuracy and reasonableness of data. Documents and summarizes the results and develops and recommends creative and innovative solutions to the customer's problems.

Level	Category #	Minimum Education	Minimum Experience	Rates – Uncleared	Rates – Cleared
Level 1	1200	Bachelor's Degree	3 years	\$89.30	\$111.63
Level 2	1201	Bachelor's Degree	4 years	\$95.55	\$119.44
Level 3	1202	Bachelor's Degree	5 years	\$102.24	\$127.80
Level 4	1203	Bachelor's Degree	7 years	\$110.58	\$138.23
Level 3	1204	Bachelor's Degree	10 years	\$124.39	\$155.48
Level 4	1205	Bachelor's Degree	12 years	\$134.54	\$168.18
Level 6	1206	Master's Degree	15 years	\$166.47	\$208.09
Level 7	1207	Master's Degree	17 years	\$180.06	\$225.07
Level 8	1208	Master's Degree	20 years	\$202.54	\$253.18