GENERAL SERVICES ADMINISTRATION
FEDERAL SUPPLY SCHEDULE 70
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through **GSA** *Advantage!,* a menu-driven database system. The internet address for **GSA** *Advantage!* is **http://www.gsaadvantage.gov**

Federal Supply Schedule 70
General Purpose Commercial
Information Technology Equipment, Software and Services

CONTRACT NUMBER: GS35F457GA

CONTRACT PERIOD: May 26, 2017 – May 25, 2022

PRICE LIST EFFECTIVE: May 26, 2017
Pricelist current through Modification CM-A454 Refresh 41

For more information on ordering from this Federal Supply Schedule contract, please visit: www.gsa.gov/schedules

CONTRACTOR: Reston Consulting Group, Inc. (dba RCG, Inc.)
        462 Herndon Parkway, Suite 203
        Herndon, VA 20170
        Tel: 703-834-1155
        Fax: 703-834-3086
        Web: www.rcg.com

CONTRACTOR'S POINT OF CONTACT FOR CONTRACT ADMINISTRATION:
        John Hughes
        Reston Consulting Group, Inc.
        462 Herndon Parkway, Suite 203
        Herndon, VA 20170
        Tel: 703-834-1155 x-100
        Fax: 703-834-3086
        E-Mail: john.hughes@rcg.com

BUSINESSS SIZE: Woman Owned Small Business

BUSINESSS TYPE: 2-X For Profit, A2 Woman Owned Business, 23 Minority Owned Business, QZ Subcontinent Asian (Asian)

INFORMATION FOR ORDERING ACTIVITIES
APPLICABLE TO ALL SPECIAL ITEM NUMBERS

SPECIAL NOTICE TO AGENCIES: Small Business Participation

SBA strongly supports the participation of small business concerns in the Federal Acquisition Service. To enhance Small Business Participation SBA policy allows agencies to include in their procurement base and goals, the dollar value of orders expected to be placed against the Federal Supply Schedules, and to report accomplishments against these goals.

For orders exceeding the micropurchase threshold, FAR 8.404 requires agencies to consider the catalogs/pricelists of at least three schedule contractors or consider reasonably available information by using the GSA Advantage!™ on-line shopping service (www.gsaadvantage.gov). The catalogs/pricelists, GSA Advantage!™ and the Federal Acquisition Service Home Page (www.fss.gsa.gov) contain information on a broad array of products and services offered by small business concerns.

This information should be used as a tool to assist ordering activities in meeting or exceeding established small business goals. It should also be used as a tool to assist in including small, small disadvantaged, and women-owned small businesses among those considered when selecting pricelists for a best value determination.

For orders exceeding the micropurchase threshold, customers are to give preference to small business concerns when two or more items at the same delivered price will satisfy their requirement.

About Us

Reston Consulting Group, Inc. (RCG, Inc.) provides information technology (IT), systems engineering and professional services to customers in the federal civil, defense, homeland security, and commercial sectors.

RCG utilizes its deep mission understanding to deliver proven IT services and enterprise solutions in support of numerous government and commercial clients. As a trusted support services and solutions providers for more than 25 years, RCG has been helping our customers meet their expanding mission requirements, meet their enterprise goals, and accomplish business objectives on-time and on-budget.

RCG's support services are built on the premise that the effective, efficient support can only be achieved in a well-managed and disciplined environment. To that end, RCG developed and independently certified policies, procedures, and methodologies that we follow in every contract we support. At the root of our highly rated support services are our standards-based certifications: ISO 9001:2008 methodologies for quality management; ISO 20000-1 for IT service management best practices within the ITIL framework; ISO 27001 for information security management, and the comprehensive integrated set of guidelines for providing superior software development and support services as a CMMI for Development, and CMMI for Services certified company. Through close adherence to these methodologies, RCG is able to ensure the predictable, and repeatable, success of every contract and task.

Reston Consulting Group, headquartered in Herndon, Virginia, has employs in several states throughout the United States and is a market leader in information systems and technologies.

Delivering information technology and professional services

Information technology systems and communications networks are the strategic and operational heart of civilian government, intelligence community, and private businesses. Successful operations depend on them – from ensuring mission success, to implementing transformational enterprises, to navigating the challenges of technology and budget. Achieving these goals requires more than a traditional information technology solutions provider. RCG provides the integration of forward-looking technology, strategy, understanding and management.

RCG delivers services, solutions and products to our customers through our core capabilities:

- ➢ Information Technology and Telecommunications
- ➢ Network Systems Integration
- ➢ Professional and Technical Services

CONTRACTOR INFORMATION

1a.   TABLE OF AWARDED SPECIAL ITEM NUMBERS (SINs)

132-51 Information Technology Professional Services

1b.   LOWEST PRICED MODEL NUMBER AND PRICE FOR EACH AWARDED SIN:

Please refer to Sections 28 and 29 below.

1c.   HOURLY RATES (Services only): Please refer to Section 28 below.

2.   MAXIMUM ORDER THRESHOLD:

SIN 132-51 $500,000

NOTE TO ORDERING ACTIVITIES: If the best value selection places your order over the applicable Maximum Order Threshold, you have an opportunity to obtain a better schedule contract price. Before placing your order, contact the Contactor for a better price. The Contractor may (1) offer a new price for this requirement, (2) offer the lowest price available under this contract or (3) decline the order. A delivery order that exceeds the maximum order may be placed under the schedule contract in accordance with FAR 8.404.

3.   MINIMUM ORDER THRESHOLD: $100.00

4.   GEOGRAPHIC COVERAGE: The 48 contiguous states, Alaska, Hawaii, and the District of Columbia.

5.   POINT(S) OF PRODUCTION: Herndon, Virginia, United States of America

6.   DISCOUNT FROM BEST MARKET RATE and COMMERCIAL LIST PRICE:
GSA Net Prices can be found in Pricing Matrixes (below). Negotiated discounts have been applied and the Industrial Funding Fee has been added.

7.   QUANTITY DISCOUNT(S): None

8.   PROMPT PAYMENT TERMS: Net 30

9.a **Government Purchase Cards shall be accepted at or below the micro-purchase threshold.**

9.b **Government Purchase Cards may be accepted above the micro-purchase threshold. Contact contractor for limit.**

10. FOREIGN ITEMS: None

11a. TIME OF DELIVERY: Negotiated with the Ordering Agency at the Task Order level

11b. EXPEDITED DELIVERY: Negotiated with the Ordering Agency at the Task Order level

11c. OVERNIGHT AND 2-DAY DELIVERY: Contact the Contractor for Overnight and 2-day rates.

11d. URGENT REQUIRMENTS: Agencies can contact the Contractor's representative to affect a faster delivery. Customers are encouraged to contact the Contractor for the purpose of requesting accelerated delivery.

12. FOB POINT: Destination

13a. ORDERING ADDRESS: Reston Consulting Group, Inc.
462 Herndon Parkway, Suite 203
Herndon, VA 20170

For all SINs: Mr. Rex Calliflower
Reston Consulting Group, Inc.
462 Herndon Parkway, Suite 203
Herndon, VA 20170
Tele: 703-834-1155 x-105
Fax: 703-834-3086

13b. ORDERING PROCEDURES: Ordering Activities shall use the ordering procedures described in Federal Acquisition Regulation 8.405-3 when placing an order or establishing a BPA for supplies or services. The ordering procedures, information on Blanket Purchase Agreements (BPA's) and a sample BPA can be found at the GSA/FSS Schedule Homepage (fss.gsa.gov/schedules).

14. PAYMENT ADDRESS: Reston Consulting Group, Inc.
462 Herndon Parkway
Suite 203
Herndon, VA 20170

15. **WARRANTY PROVISION:** Contract's Best Effort for IT Professional Services and Manufacturer's Standard Commercial Warranty for Electronic Commerce Services and HSPD-12 Products and Services.

16. **EXPORT PACKING CHARGES**: Not Applicable

17. **TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE**: None

18. **TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR (IF APPLICABLE):** Not Applicable

19. **TERMS AND CONDITIONS OF INSTALLATION (IF APPLICABLE):** Not Applicable

20. **TERMS AND CONDITIONS OF REPAIR PARTS INDICATING DATE OF PARTS PRICE LISTS AND ANY DISCOUNTS FROM LIST PRICES (IF AVAILABLE):** Not Applicable

20a. **TERMS AND CONDITIONS FOR ANY OTHER SERVICES (IF APPLICABLE**): Not Applicable

21. **LIST OF SERVICE AND DISTRIBUTION POINTS (IF APPLICABLE):** Not Applicable

22. **LIST OF PARTICIPATING DEALERS (IF APPLICABLE):** Not Applicable

23. **PREVENTIVE MAINTENANCE (IF APPLICABLE**): Not Applicable

24a. **SPECIAL ATTRIBUTES SUCH AS ENVIRONMENTAL ATTRIBUTES (e.g. recycled content, energy efficiency, and/or reduced pollutants):** Not Applicable

24b. **SECTION 508 COMPLIANCE FOR ELECTRONIC AND INFORMATION TECHNOLOGY (EIT):** www.Section 508.gov/

25. **DUNS NUMBER:** 18-824-3836

26. **NOTIFICATION REGARDING REGISTRATION IN SYSTEM FOR AWARD MANAGEMENT (SAM) DATABASE:** RCG, Inc. has an active registration in the System for Award Management (SAM) database.

27. **OVERSEAS ACTIVITIES:** The terms and conditions of this contract shall apply to all orders for installation, maintenance and repair of equipment in

areas listed in the pricelist outside the 48 contiguous states and the District of Columbia, except as indicated below:

RCG will ship orders to domestic port of embarkation only which is within the Continental United States. Overseas will be responsible for shipment and equipment from domestic port of embarkation.
Upon request of the Contractor, the ordering activity may provide the Contractor with logistics support, as available, in accordance with all applicable Government regulations. Such ordering activity support will be provided on a reimbursable basis, and will only be provided to the Contractor's technical personnel whose services are exclusively required for the fulfillment of the terms and conditions of this contract.

OCONUS Labor: RCG's rates are for CONUS efforts only. For OCONUS efforts RCG will increase the labor rates by the applicable U.S. State Department published differentials. Other related international expenses required to support employees outside of the continental United States may be charged as ODCs (including but not limited to, special space costs, taxes, Defense Base Act (DBA) Workers' Compensation insurance, travel accident insurance, and possible telecommunications costs) in our task order proposals.

28. **IT PROFESSIONAL SERVICES - DESCRIPTIONS**

   RCG's IT Service Descriptions and IT Services Overview are:

   ➤ Full Range of System Development Life Cycle Services including IRM Planning, Business Process Reengineering, Systems and Information Engineering, System

   ➤ Design and Development, Programming, Software Life Cycle Management, Technical Support and Other IT-related Services

   ➤ Full Range of Integration Services including Planning, Development, Installation and Acceptance, Interoperability Verification, System Conversion, User Training, Security

   ➤ Full Range of Electronic Commerce (EC)/Electronic Data Interchange (EDI) Support

   ➤ Full Range of Network Services including LAN, WAN, MAN Planning, Design, Engineering, Implementation, Testing and Operations

   ➤ Full Range of Facility Operation and Management Services

➢ Full Range of Information Retrieval Services

29. IT PROFESSIONAL SERVICES - REQUIREMENT AND DESCRIPTIONS

SIN 132-51 - Labor Category Requirements and Descriptions

LABOR CATEGORIES, EDUCATION AND YEARS OF EXPERIENCE			
Position #	*Labor Category*	*Education*	*Years Exp.*
RCG001	*Configuration Management Specialist I*	*Bachelor's*	*0-2*
RCG002	*Configuration Management Specialist II*	*Bachelor's*	*2-4*
RCG003	*Configuration Management Specialist III*	*Bachelor's*	*4-6*
RCG004	*Configuration Management Specialist IV*	*Bachelor's*	*6-8*
RCG005	*Configuration Management Specialist V*	*Bachelor's*	*8+*
RCG006	*Database Administrator I*	*Bachelor's*	*0-2*
RCG007	*Database Administrator II*	*Bachelor's*	*2-4*
RCG008	*Database Administrator III*	*Bachelor's*	*4-6*
RCG009	*Database Administrator IV*	*Bachelor's*	*6-8*
RCG010	*Database Administrator V*	*Bachelor's*	*8+*
RCG011	*Database Specialist I*	*Bachelor's*	*0-2*
RCG012	*Database Specialist II*	*Bachelor's*	*2-4*
RCG013	*Database Specialist III*	*Bachelor's*	*4-6*
RCG014	*Database Specialist IV*	*Bachelor's*	*6-8*
RCG015	*Database Specialist V*	*Bachelor's*	*8+*
RCG016	*Enterprise System Architect I*	*Bachelor's*	*0-2*
RCG017	*Enterprise System Architect II*	*Bachelor's*	*2-4*
RCG018	*Enterprise System Architect III*	*Bachelor's*	*4-6*
RCG019	*Enterprise System Architect IV*	*Bachelor's*	*6-8*
RCG020	*Enterprise System Architect V*	*Bachelor's*	*8-10*
RCG021	*Chief Enterprise System Architect*	*Bachelor's*	*10+*
RCG022	*Junior Subject Matter Expert*	*Bachelor's*	*2-4*
RCG023	*Subject Matter Expert*	*Bachelor's*	*4-6*
RCG024	*Senior Subject Matter Expert*	*Bachelor's*	*6-8*
RCG025	*Junior Subject Matter Specialist*	*Bachelor's*	*1-3*
RCG026	*Subject Matter Specialist*	*Bachelor's*	*3-5*
RCG027	*Senior Subject Matter Specialist*	*Bachelor's*	*5-7*
RCG028	*Senior Global Telecommunications Consultant*	*Master's*	*20*
RCG029	*Global Telecommunications Consultant*	*Bachelor's*	*20*
RCG030	*Junior Global Telecommunications Consultant*	*Bachelor's*	*15*
RCG031	*Disaster Recovery Specialist*	*Bachelor's*	*2-4*
RCG032	*Systems Analyst*	*Bachelor's*	*2-4*
RCG033	*Senior Security Specialist*	*Bachelor's*	*10*
RCG034	*Security Specialist*	*Bachelor's*	*6-8*
RCG035	*Junior Security Specialist*	*Bachelor's*	*3-5*
RCG041	*IT Security Specialist I*	*Bachelor's*	*0-2*
RCG042	*IT Security Specialist II*	*Bachelor's*	*2-4*
RCG043	*IT Security Specialist III*	*Bachelor's*	*4-6*
RCG044	*IT Security Specialist IV*	*Bachelor's*	*6-8*
RCG045	*IT Security Specialist V*	*Bachelor's*	*8+*
RCG046	*IT/Computer Specialist I*	*Bachelor's*	*0-2*
RCG047	*IT/Computer Specialist II*	*Bachelor's*	*2-4*
RCG048	*IT/Computer Specialist III*	*Bachelor's*	*4-6*

RCG049	IT/Computer Specialist IV	Bachelor's	6-8
RCG050	IT/Computer Specialist V	Bachelor's	8+
RCG051	Junior IT Specialist	Associates	2-4
RCG052	IT Specialist	Bachelor's	2-4
RCG053	Senior IT Specialist	Bachelor's	4-6
RCG054	Network Engineer I	Bachelor's	0-2
RCG055	Network Engineer II	Bachelor's	2-4
RCG056	Network Engineer III	Bachelor's	4-6
RCG057	Network Engineer IV	Bachelor's	6-8
RCG058	Network Engineer V	Bachelor's	8+
RCG059	Programmer Analyst I **	Bachelor's	0-2
RCG060	Programmer Analyst II **	Bachelor's	2-4
RCG061	Programmer Analyst III **	Bachelor's	4-6
RCG062	Programmer Analyst IV	Bachelor's	6-8
RCG063	Programmer Analyst V	Bachelor's	8+
RCG064	System Administrator I	Bachelor's	0-2
RCG065	System Administrator II	Bachelor's	2-4
RCG066	System Administrator III	Bachelor's	4-6
RCG067	System Administrator IV	Bachelor's	6-8
RCG068	System Administrator V	Bachelor's	8+
RCG069	System Engineer I	Bachelor's	0-2
RCG070	System Engineer II	Bachelor's	2-4
RCG071	System Engineer III	Bachelor's	4-6
RCG072	System Engineer IV	Bachelor's	6-8
RCG073	System Engineer V	Bachelor's	8+
RCG074	Web Designer/Developer I	Bachelor's	0-2
RCG075	Web Designer/Developer II	Bachelor's	2-4
RCG076	Web Designer/Developer III	Bachelor's	4-6
RCG077	Web Designer/Developer IV	Bachelor's	6-8
RCG078	Web Designer/Developer V	Bachelor's	8+
RCG079	Web Programmer I **	Bachelor's	0-2
RCG080	Web Programmer II **	Bachelor's	2-4
RCG081	Web Programmer III **	Bachelor's	4-6
RCG082	Web Programmer IV	Bachelor's	6-8
RCG083	Web Programmer V	Bachelor's	8+
RCG084	Data Technician I **	High School	0-2
RCG085	Data Technician II **	High School	2-4
RCG086	Data Technician III	High School	4-6
RCG087	Data Technician IV	Associates	6-8
RCG088	Data Technician V	Associates	8+
RCG089	GIS Specialist I	Bachelor's	0-2
RCG090	GIS Specialist II	Bachelor's	2-4
RCG091	GIS Specialist III	Bachelor's	4-6
RCG092	GIS Specialist IV	Bachelor's	6-8
RCG093	GIS Specialist V	Bachelor's	8+
RCG110	Business Analyst I	Bachelor's	0-2
RCG011	Business Analyst II	Bachelor's	2-4
RCG112	Business Analyst III	Bachelor's	4-6
RCG113	Business Analyst IV	Bachelor's	6-8
RCG114	Business Analyst V	Bachelor's	8+
RCG155	Program Manager I	Bachelor's	0-4
RCG156	Program Manager II	Bachelor's	4-6

RCG157	Program Manager III	Bachelor's	6-8
RCG158	Program Manager IV	Bachelor's	8-10
RCG159	Program Manager V	Bachelor's	15
RCG160	Project Manager I	Bachelor's	0-2
RCG161	Project Manager II	Bachelor's	2-4
RCG162	Project Manager III	Bachelor's	4-6
RCG163	Project Manager IV	Bachelor's	6-8
RCG164	Project Manager V	Bachelor's	8-10
RCG165	Task Leader	Bachelor's	3-5
RCG166	Quality Assurance Specialist I	Bachelor's	0-2
RCG167	Quality Assurance Specialist II	Bachelor's	2-4
RCG168	Quality Assurance Specialist III	Bachelor's	4-6
RCG169	Quality Assurance Specialist IV	Bachelor's	6-8
RCG170	Quality Assurance Specialist V	Bachelor's	8-10
RCG186	Technical Writer I **	Bachelor's	0-2
RCG187	Technical Writer II **	Bachelor's	2-4
RCG188	Technical Writer III **	Bachelor's	4-6
RCG189	Technical Writer IV	Bachelor's	6-8
RCG190	Technical Writer V	Bachelor's	8-10
RCG191	Engineer I	Bachelor's	0-2
RCG192	Engineer II	Bachelor's	2-4
RCG193	Engineer III	Bachelor's	4-6
RCG194	Engineer IV	Bachelor's	6-8
RCG195	Engineer V	Bachelor's	8-10
RCG196	Chief Engineer	Bachelor's	10+
RCG197	Environmental Engineer I	Bachelor's	0-2
RCG198	Environmental Engineer II	Bachelor's	2-4
RCG199	Environmental Engineer III	Bachelor's	4-6
RCG200	Environmental Engineer IV	Bachelor's	6-8
RCG201	Environmental Engineer V	Bachelor's	8-10
RCG207	Software Engineer I	Bachelor's	0-2
RCG208	Software Engineer II	Bachelor's	2-4
RCG209	Software Engineer III	Bachelor's	4-6
RCG210	Software Engineer IV	Bachelor's	6-8
RCG211	Software Engineer V	Bachelor's	8-10
RCG212	Technical Specialist I	Bachelor's	1-3
RCG213	Technical Specialist II	Bachelor's	3-5
RCG214	Technical Specialist III	Bachelor's	5-7
RCG215	Technical Specialist IV	Bachelor's	7-9
RCG216	Technical Specialist V	Bachelor's	9+
RCG217	Junior IT Technician **	Associates	1-3
RCG218	IT Technician	Associates	3-5
RCG219	Senior IT Technician	Associates	5-7
RCG220	Analyst I **	Bachelor's	0-2
RCG221	Analyst II **	Bachelor's	2-4
RCG222	Analyst III **	Bachelor's	4-6
RCG223	Analyst IV	Bachelor's	6-8
RCG224	Analyst V	Bachelor's	8-10
RCG225	Environmental Scientist I	Bachelor's	0-2
RCG226	Environmental Scientist II	Bachelor's	2-4
RCG227	Environmental Scientist III	Bachelor's	4-6
RCG228	Environmental Scientist IV	Bachelor's	6-8

RCG229	Environmental Scientist V	Bachelor's	8-10
RCG230	Technician I **	High School	0-2
RCG231	Technician II **	High School	2-4
RCG232	Technician III **	High School	4-6
RCG233	Technician IV **	High School	6-8
RCG234	Technician V **	High School	8-10
RCG237	Senior Consultant	Master's	18

Education/Experience Substitutions

The following provides the allowable substitutions based on education and experience:

➤ Four (4) years' experience (in addition to minimum experience requirements listed in the table above) may be substituted for a Bachelor's degree.

➤ Two (2) years' experience (in addition to minimum experience requirements and Bachelor's degree) may be substituted for a Master's degree.

➤ Two (2) years' experience (in addition to minimum requirements and Master's degree) may be substituted for a Ph.D.

➤ For categories where a Bachelor's degree is required, a Master's degree may be substituted for two (2) years' experience; or a doctoral degree may be substituted for four (4) years' experience.

➤ Successful completion of each course in specialized or emerging technology (Web development, Cloud Solution, internet/intranet security, and Java, etc.) may be substituted for one year of experience.

➤ For the junior categories (such as: Junior Network Engineer, Technician, Junior Security Specialist, etc., a Certification in a related technology (certified Network Engineer, for example) may be substituted for the degree requirement.

RCG001 - CONFIGURATION MANAGEMENT SPECIALIST I

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA degree (or equivalent) plus 0 to 2 years' experience in related. Works under immediate supervision and guidance.

Functional Responsibility: Assists with analyses of changes of product design to determine the effect on the end product design and function and determines and prepares documentation necessary for change. Coordinates with customers and manufacturers to determine a process for change reporting. Reviews released engineering change data and changes documenting activities to ensure adherence to configuration management procedures and policies. 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.

RCG002 - CONFIGURATION MANAGEMENT SPECIALIST II

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this requires BS/BA degree (or equivalent) plus 2 to 4 years' experience in related field providing state-of-the-art solutions. Works under general supervision.

Functional Responsibility: Assists with analyses of changes of product design to determine the effect on the end product design and function and determines and prepares documentation necessary for change. Coordinates with customers and manufacturers to determine a process for change reporting. Reviews released engineering change data and changes documenting activities to ensure adherence to configuration management procedures and policies. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals.

RCG003 - CONFIGURATION MANAGEMENT SPECIALIST III

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this requires BS/BA degree (or equivalent) plus 4 to 6 years' experience in related field providing state-of-the-art solutions. Typically reports to a manager or head of a unit/department.

Functional Responsibility: Analyzes changes of product design to determine the effect on the end product design and function and determines and prepares documentation necessary for change. Coordinates with customers and manufacturers to determine a process for change reporting. Reviews released engineering change data and changes documenting activities to ensure adherence to configuration management procedures and policies. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG004 - CONFIGURATION MANAGEMENT SPECIALIST IV

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this requires BS/BA degree (or equivalent) plus 6 to 8 years' experience in related field providing state-of-the-art solutions. May direct and lead others. Works under general supervision.

Functional Responsibility: Analyzes changes of product design to determine the effect on the end product design and function and determines and prepares documentation necessary for change. Coordinates with customers and manufacturers to determine a process for change reporting. Reviews released engineering change data and changes documenting activities to ensure adherence to configuration management procedures and policies. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG005 - CONFIGURATION MANAGEMENT SPECIALIST V

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this requires BS/BA degree (or equivalent) plus 8 to 10 years' experience in related field providing state-of-the-art solutions. Very likely directs and leads others.

Functional Responsibility: Analyzes changes of product design to determine the effect on the end product design and function and determines and prepares documentation necessary for change. Coordinates with customers and manufacturers to determine a process for change reporting. Reviews released engineering change data and changes documenting activities to ensure adherence to configuration management procedures and policies. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG006 - DATABASE ADMINISTRATOR I

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA degree (or equivalent) plus 0 to 2 years' experience in related field. Works under immediate supervision and guidance.

Functional Responsibility: Assists with planning and coordinated administration of one or more large, centralized databases. Reviews database design and integration of host systems and makes recommendations for enhancements and improvements. Ensures accurate, appropriated, and effective use of data, including database structure, documentation, and operational guidelines. Performs audits to ensure accuracy and proper use of data in tables, applications, and supporting dictionaries. 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.

RCG007 - DATABASE ADMINISTRATOR II

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA degree (or equivalent) plus 2 to 4 years' experience in related field. Works under immediate supervision and guidance.

Functional Responsibility: Assists with planning and coordinated administration of one or more large, centralized databases. Reviews database design and integration of host systems and makes recommendations for enhancements and improvements. Ensures accurate, appropriated, and effective use of data. Performs audits to ensure accuracy and proper use of data. Matches user requirements with system capabilities. Develops and formulates standards, procedures, and conventions for database use. Works with technical/programming staff to ensure database security. Determines file organization, indexing methods, and security procedures for specific user applications. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals.

RCG008 -DATABASE ADMINISTRATOR III

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA degree (or equivalent) plus 4 to 6 years' related experience. Typically reports to a project leader or manager.

Functional Responsibility: Reviews, evaluates, designs, implements and maintains company database[s]. Identifies data sources, constructs data decomposition diagrams, provides data flow diagrams and documents the process. Writes codes for database access, modifications, and constructions including stored procedures. Develops and

formulates standards, procedures, and conventions for database use. Works with technical/programming staff to ensure database security. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected.

RCG009 - DATABASE ADMINISTRATOR IV

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA degree (or equivalent) plus 6 to 8 years' experience in related field. Typically reports to a project leader or manager. May lead and direct the work of others.

Functional Responsibility: Reviews, evaluates, designs, implements and maintains company database[s]. Identifies data sources, constructs data decomposition diagrams, provides data flow diagrams and documents the process. Writes codes for database access, modifications, and constructions including stored procedures. Develops and formulates standards, procedures, and conventions for database use. Works with technical/programming staff to ensure database security. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG010 - DATABASE ADMINISTRATOR V

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA degree (or equivalent) plus 8 to 10 years' experience in related field. Very likely directs and leads others. Works under general supervision. Typically reports to a manager or head of a unit/department.

Functional Responsibility: Reviews, evaluates, designs, implements and maintains company database[s]. Identifies data sources, constructs data decomposition diagrams, provides data flow diagrams and documents the process. Writes codes for database access, modifications, and constructions including stored procedures. Develops and formulates standards, procedures, and conventions for database use. Works with technical/programming staff to ensure database security. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG011 - DATABASE SPECIALIST I

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA degree (or equivalent) plus 0 to 2 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Assists to design and build relational databases for data storage or processing. Develops strategies for warehouse implementation, data acquisition, and archive recovery. Cleans and maintains the database by removing and deleting old data. May evaluate new data sources for adherence to the organization's quality standards and ease of integration. 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.

RCG012 - DATABASE SPECIALIST II

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA degree (or equivalent) plus 2 to 4 years' experience in related field. Works under immediate supervision and guidance.

Functional Responsibility: Assists to design and build relational databases for data storage or processing. Develops strategies for warehouse implementation, data acquisition, and archive recovery. Cleans and maintains the database by removing and deleting old data. May evaluate new data sources for adherence to the organization's quality standards and ease of integration. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision. BS/BA degree (or equivalent) plus 2 to 4 years' experience in related field.

RCG013 - DATABASE SPECIALIST III

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA degree (or equivalent) plus 4 to 6 years' experience in related field. Typically reports to a project leader or manager.

Functional Responsibility: Designs and builds relational databases for data storage or processing. Develops strategies for warehouse implementation, data acquisition, and archive recovery. Cleans and maintains the database by removing and deleting old data. May evaluate new data sources for adherence to the organization's quality standards and ease of integration. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks.

RCG014 - DATABASE SPECIALIST IV

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA degree (or equivalent) plus 6 to 8 years' experience in related field. May lead and direct the work of others. Typically reports to a project leader or manager. Typically reports to a project leader or manager.

Functional Responsibility: Designs and builds relational databases for data storage or processing. Develops strategies for warehouse implementation, data acquisition, and archive recovery. Cleans and maintains the database by removing and deleting old data. May evaluate new data sources for adherence to the organization's quality standards and ease of integration. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG015 - DATABASE SPECIALIST V

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA degree (or equivalent) plus 6 to 8 years' related experience. May lead and direct the work of others. Very likely directs and leads others. Works under general supervision.

Functional Responsibility: Designs and builds relational databases for data storage or processing. Develops strategies for warehouse implementation, data acquisition, and archive recovery. Cleans and maintains the database by removing and deleting old data. May evaluate new data sources for adherence to the organization's quality standards and ease of integration. May provide consultation on complex projects and is considered to be the top level contributor/specialist. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG016 - ENTERPRISE SYSTEM ARCHITECT I

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA degree (or equivalent) plus 0 to 2 years' experience in related field. Works under immediate supervision and guidance.

Functional Responsibility: Assists with designing architecture for an organization on an enterprise level. Helps defines system and application architecture and provides vision, problem anticipation, and problem solving ability to organization. Demonstrates expertise in a variety of the

field's concepts, practices, and procedures. 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.

RCG017 - ENTERPRISE SYSTEM ARCHITECT II

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA degree (or equivalent) plus 2 to 4 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Assists with designing architecture for an organization on an enterprise level. Helps defines system and application architecture and provides vision, problem anticipation, and problem solving ability to organization. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals.

RCG018 - ENTERPRISE SYSTEM ARCHITECT III

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA degree (or equivalent) plus 4 to 6 years' related experience. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected.

Functional Responsibility: Responsible for designing architecture for an organization on an enterprise level. Defines system and application architecture and provides vision, problem anticipation, and problem solving ability to organization. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks.

RCG019 - ENTERPRISE SYSTEM ARCHITECT IV

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA degree (or equivalent) plus 6 to 8 years' related experience. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected.

Functional Responsibility: Responsible for designing architecture for an organization on an enterprise level. Defines system and application architecture and provides vision, problem anticipation, and problem solving ability to organization. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Familiar with a variety of the field's concepts, practices, and procedures.

Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks.

RCG020 - ENTERPRISE SYSTEM ARCHITECT V

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA degree (or equivalent) plus 8 to 10 years' experience in related field. Will very likely direct and lead the work of others. Typically reports to a manager or head of a unit/department. BS/BA degree (or equivalent) in a related area as well as 8 to 10 years of experience in the field or in a related area. License and certification may be required.

Functional Responsibility: Responsible for designing architecture for an organization on an enterprise level. Defines system and application architecture and provides vision, problem anticipation, and problem solving ability to organization. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Recognized as technical leader and resource. A high degree of creativity and latitude is required. Relies on experience and judgment to plan and accomplish goals. Works under general supervision. Performs a variety of tasks.

RCG021 - CHIEF ENTERPRISE SYSTEM ARCHITECT

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA degree (or equivalent) plus 8 to 10 years' experience in related field. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to CEO or top management. License and certification may be required. May require an advanced degree.

Functional Responsibility: Responsible for designing architecture for an organization on an enterprise level. Defines system and application architecture and provides vision, problem anticipation, and problem solving ability to organization. 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.

RCG022 - JUNIOR SUBJECT MATTER EXPERT

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA degree (or equivalent) plus 2 to 4 years' related experience. Works under immediate supervision and guidance. License and certification may be required. An advanced degree may be required.

Functional Responsibility: Responsible for providing expert consultation providing independent services and leadership in specialized technical areas. Provides expertise on an as-needed basis to all task assignments.

Demonstrates expertise in a variety of technologies, concepts, practices, and procedures. Familiar with multiple technologies. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Coordinates with Contractor management and Contractor customer personnel to ensure that all problems have been properly defined and that the solution will satisfy the customer's requirement.

RCG023 - SUBJECT MATTER EXPERT

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA degree (or equivalent) plus 4 to 6 years' related experience. Works under immediate supervision and guidance. License and certification may be required. An advanced degree may be required.

Functional Responsibility: Responsible for providing expert consultation providing independent services and leadership in specialized technical areas. Provides expertise on an as-needed basis to all task assignments. Demonstrates expertise in a variety of technologies, concepts, practices, and procedures. Familiar with multiple technologies. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Coordinates with Contractor management and Contractor customer personnel to ensure that all problems have been properly defined and that the solution will satisfy the customer's requirement.

RCG024 - SENIOR SUBJECT MATTER EXPERT

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA degree (or equivalent) plus 6 to 8 years' related experience. Will very likely direct and lead the work of others. License and certification may be required. An advanced degree may be required.

Functional Responsibility: Responsible for providing expert consultation providing independent services and leadership in specialized technical areas. Provides expertise on an as-needed basis to all task assignments. Demonstrates expertise in a variety of technologies, concepts, practices, and procedures. Familiar with multiple technologies. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Coordinates with Contractor management and Contractor customer personnel to ensure that all problems have been properly defined and that the solution will satisfy the customer's requirement.

RCG025 - JUNIOR SUBJECT MATTER SPECIALIST

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA degree (or equivalent) plus 1 to 3 years' related experience. Works under immediate supervision and guidance. License and certification may be required. An advanced degree may be required.

Functional Responsibility: Responsible for providing expert consultation providing independent services and leadership in specialized technical areas. Provides expertise on an as-needed basis to all task assignments. Demonstrates expertise in a variety of technologies, concepts, practices, and procedures. Familiar with multiple technologies. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Coordinates with Contractor management and Contractor customer personnel to ensure that all problems have been properly defined and that the solution will satisfy the customer's requirement.

RCG026 - SUBJECT MATTER SPECIALIST

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA degree (or equivalent) plus 3 to 5 years' related experience. Works under immediate supervision and guidance. License and certification may be required. An advanced degree may be required.

Functional Responsibility: Responsible for providing expert consultation providing independent services and leadership in specialized technical areas. Provides expertise on an as-needed basis to all task assignments. Demonstrates expertise in a variety of technologies, concepts, practices, and procedures. Familiar with multiple technologies. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Coordinates with Contractor management and Contractor customer personnel to ensure that all problems have been properly defined and that the solution will satisfy the customer's requirement.

RCG027 - SENIOR SUBJECT MATTER SPECIALIST

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA degree (or equivalent) plus 5 to 7 years' related experience. May lead and direct the work of others. License and certification may be required. An advanced degree may be required.

Functional Responsibility: Responsible for providing expert consultation providing independent services and leadership in specialized technical areas. Provides expertise on an as-needed basis to all task assignments. Demonstrates expertise in a variety of technologies, concepts, practices, and procedures. Familiar with multiple

technologies. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Coordinates with Contractor management and Contractor customer personnel to ensure that all problems have been properly defined and that the solution will satisfy the customer's requirement.

RCG028 - SENIOR GLOBAL TELECOMMUNICATIONS CONSULTANT

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires Doctorate (or equivalent) plus 20 years' related experience. May lead and direct the work of others. License and certification may be required. An advanced degree may be required.

Functional Responsibility: Responsible for designing telecommunications networks for an organization on an enterprise level. Defines network and architecture and provides vision, problem anticipation, and problem solving ability to organization. Demonstrates expertise in a variety of telecommunications network designs, concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals.

RCG029 - GLOBAL TELECOMMUNICATIONS CONSULTANT

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires MS/MA (or equivalent) plus 20 years' related experience. May lead and direct the work of others. License and certification may be required. An advanced degree may be required.

Functional Responsibility: Responsible for designing telecommunications networks for an organization on an enterprise level. Defines network and architecture and provides vision, problem anticipation, and problem solving ability to organization. Demonstrates expertise in a variety of telecommunications network designs, concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals.

RCG030 - JUNIOR GLOBAL TELECOMMUNICATIONS CONSULTANT

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA degree (or equivalent) plus 15+ years' related experience. Typically reports to top management. May lead or direct the work of others. License and certification may be required. May require an advanced degree.

Functional Responsibility: Responsible for designing telecommunications networks for an organization on an

enterprise level. Defines network and architecture and provides vision, problem anticipation, and problem solving ability to organization. Demonstrates expertise in a variety of telecommunications network designs, concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. A wide degree of creativity and latitude is expected.

RCG031 - DISASTER RECOVERY SPECIALIST

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA degree (or equivalent) plus 2 to 4 years' related experience. Typically reports to top management. License and certification may be required. May require an advanced degree.

Functional Responsibility: Analyzes customer requirements for continuity of operations and disaster recovery. Participates in the design, configuration, and testing of backup related hardware. Supports programmers and engineers working in that environment. Provides support in analyzing problems. Coordinates with Contractor management and Contractor customer personnel to ensure solutions have been properly defined and the solution will satisfy the customer's requirement. May be required to act as technical liaison support to other project personnel.

RCG032 - SYSTEMS ANALYST

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 2 to 4 years' related experience. May lead and direct the work of others. License and certification may be required. An advanced degree may be required.

Functional Responsibility: Analyzes customer requirements for large complex networks. Designs, configures, tests, and implements complex networks. Supports engineers and application programmers working in that environment. Provides technical support in analyzing network problems. Responsible for the design, configuration and implementation of systems and networks. Anticipates network performance using modeling tools. Participates in planning and installation of new networks and hardware. May be required to act as technical supervisor to other project personnel. Coordinates with Contractor management and Contractor customer personnel to ensure the problem has been properly defined and the solution will satisfy the customer's requirement. A wide degree of creativity and latitude is expected.

RCG 033 - SENIOR SECURITY SPECIALIST

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position

requires BS/BA (or equivalent) plus 8 to 10 years' related experience. Leads teams of security engineers. License and certification may be required. An advanced degree may be required.

Functional Responsibility: Assists in the maintenance of systems to protect data from unauthorized users. Identifies, reports, and resolves security violations. Analyzes security risks. Has knowledge of security tools, concepts, practices, and procedures. Develops instructions and establishes guidelines to perform the functions of the job.

RCG 034 - SECURITY SPECIALIST

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 6 to 8 years' related experience. Leads teams of security engineers. License and certification may be required. An advanced degree may be required.

Functional Responsibility: Assists in the maintenance of systems to protect data from unauthorized users. Identifies, reports, and resolves security violations. Analyzes security risks. Has knowledge of security tools, concepts, practices, and procedures. Develops instructions and establishes guidelines to perform the functions of the job.

RCG 035 - JUNIOR SECURITY SPECIALIST

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 4 to 6 years' related experience. Works under immediate supervision and guidance. License and certification may be required.

Functional Responsibility: Assists in the maintenance of systems to protect data from unauthorized users. Identifies, reports, and resolves security violations. 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.

RCG041 - IT SECURITY SPECIALIST I

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 0 to 2 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Assists in the maintenance of systems to protect data from unauthorized users. Identifies, reports, and resolves security violations. 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.

RCG042 - IT SECURITY SPECIALIST II

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 2 to 4 years' related experience. Works under general supervision.

Functional Responsibility: Assists in the maintenance of systems to protect data from unauthorized users. Identifies, reports, and resolves security violations. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals.

RCG043 - IT SECURITY SPECIALIST III

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 4 to 6 years' related experience. May lead and direct the work of others. Typically reports to a project leader or manager.

Functional Responsibility: Analyzes information security systems and applications and recommends and develops security measures to protect information against unauthorized modification or loss. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG044 - IT SECURITY SPECIALIST IV

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 6 to 8 years' related experience. May lead and direct the work of others. Typically reports to a project leader or manager.

Functional Responsibility: Responsible for developing and managing Information Systems security, including disaster recovery, database protection and software development. Analyzes information security systems and applications and recommends and develops security measures to protect information against unauthorized modification or loss. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG045 - IT SECURITY SPECIALIST V

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 8 to 10 years' related experience. Very likely directs and leads others. Works with little supervision.

Functional Responsibility: Ensures that all system platforms are functional and secure. Works with upper

management to determine acceptable level of risk for enterprise computing platforms. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG046 - IT/COMPUTER SPECIALIST I

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 0 to 2 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Conducts research, performs studies and surveys to obtain data, and analyzes problems to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires knowledge in fields defined as information technology, computer programming, computer security, computer systems analysis, database management, information systems, Internet applications and development, software development, and related fields. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks.

RCG047 - IT/COMPUTER SPECIALIST II

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 2 to 4 years' related experience. Works under general supervision.

Functional Responsibility: Conducts research, performs studies and surveys to obtain data, and analyzes problems to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires knowledge in fields defined as information technology, computer programming, computer security, computer systems analysis, database management, information systems, Internet applications and development, software development, and related fields. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks.

RCG048 - IT/COMPUTER SPECIALIST III

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 4 to 6 years' related experience. May lead and direct the work of others. Typically reports to a project leader or manager.

Functional Responsibility: Conducts research, performs studies and surveys to obtain data, and analyzes problems to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field

of specialization. Requires knowledge in fields defined as information technology, computer programming, computer security, computer systems analysis, database management, information systems, Internet applications and development, software development, and related fields. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks.

RCG049 - IT/COMPUTER SPECIALIST IV

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 6 to 8 years' related experience. May lead and direct the work of others. Typically reports to a project leader or manager.

Functional Responsibility: Consults with client or department heads to define need or problem, conducts research, performs studies and surveys to obtain data, and analyzes problems to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires knowledge in fields defined as information technology, computer programming, computer security, computer systems analysis, database management, information systems, Internet applications and development, software development, and related fields. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG050 - IT/COMPUTER SPECIALIST V

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 6 to 8 years' related experience. May lead and direct the work of others. Typically works with little management.

Functional Responsibility: Consults with client or department heads to define need or problem, conducts research, performs studies and surveys to obtain data, and analyzes problems to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires knowledge in fields defined as information technology, computer programming, computer security, computer systems analysis, database management, information systems, Internet applications and development, software development, and related fields. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG051 - JUNIOR IT SPECIALIST

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires AA/AS (or equivalent) plus 2 to 4 years' related experience. Typically works under immediate supervision.

Functional Responsibility: Assists engineers in project efforts. Operates, constructs, maintains, and/or tests IT systems and components. 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. Primary job functions do not typically require exercising independent judgment.

RCG052 - IT SPECIALIST

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 2 to 4 years' related experience. May be required to direct and lead others. Typically works under immediate supervision.

Functional Responsibility: Assists engineers in project efforts. Operates, constructs, maintains, and/or tests IT systems and components. 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. Primary job functions do not typically require exercising independent judgment.

RCG053 - SENIOR IT SPECIALIST

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 4 to 6 years' related experience. May be required to direct and lead others. Typically works under general supervision.

Functional Responsibility: Assists engineers in project efforts. Operates, constructs, maintains, and/or tests IT systems and components. 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. Primary job functions typically require exercising independent judgment.

RCG054 - NETWORK ENGINEER I

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 0 to 2 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Provides technical support in the installation and maintenance of employer's or customer's Local Area Network (LAN). Assists in the evaluation of hardware and software, including peripheral, output, and telecommunications equipment. Installs network hardware and software, including network operating systems. Monitors data communications to ensure that network is available to all users. Troubleshoots and resolves routine problems. Generally responsible for maintaining a simple network of 25 or fewer nodes, or for a section of a larger network. 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.

RCG055 - NETWORK ENGINEER II

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 2 to 4 years' related experience. Works under general supervision. May require certification as a network engineer.

Functional Responsibility: Install, maintains, and coordinates the use of employers or customer's Local Area or Wide Area Network (LANWAN). Evaluates hardware and software, including peripheral, output, and telecommunications equipment. Enforces security procedures, installs network software, and manages network performance. Troubleshoots and resolves complex problems. Implements and coordinated network policies, procedures, and standards. Trains users. Generally responsible for maintaining moderately complex networks of 25 to 100 nodes. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals.

RCG056 - NETWORK ENGINEER III

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 4 to 6 years' related experience. May lead and direct the work of others. Typically reports to a project leader or manager. Typically requires certification as a network engineer and may require extensive expertise across hardware and systems supplies by multiple vendors.

Functional Responsibility: Installs and maintains complex networks that typically link numerous computing platforms, operating systems, and network topologies across widely dispersed geographic areas. Evaluates hardware and software suitable for large, complex networks. Tests and implements interface programs. Develops security procedures. Manages network performance. Troubleshoots and resolves complex problems to ensure minimal disruption of mission-critical applications. Maintains fault-tolerant systems and manages systems backups. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish

goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG057 - NETWORK ENGINEER IV

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 6 to 8 years' related experience. May lead and direct the work of others. Typically reports to a project leader or manager. Typically requires certification as a network engineer and may require extensive expertise across hardware and systems supplies by multiple vendors.

Functional Responsibility: Installs and maintains complex networks that typically link numerous computing platforms, operating systems, and network topologies across widely dispersed geographic areas. Evaluates hardware and software suitable for large, complex networks. Tests and implements interface programs. Develops security procedures. Manages network performance. Troubleshoots and resolves complex problems to ensure minimal disruption of mission-critical applications. Maintains fault-tolerant systems and manages systems backups. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG058 - NETWORK ENGINEER V

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 8 to 10 years' related experience. Very likely directs and leads others. Works under general supervision. Typically reports to a manager or head of a unit/department. Typically requires certification as a network engineer and may require extensive expertise across hardware and systems supplies by multiple vendors.

Functional Responsibility: Installs and maintains complex networks that typically link numerous computing platforms, operating systems, and network topologies across widely dispersed geographic areas. Evaluates hardware and software suitable for large, complex networks. Tests and implements interface programs. Develops security procedures. Manages network performance. Troubleshoots and resolves complex problems to ensure minimal disruption of mission-critical applications. Maintains fault-tolerant systems and manages systems backups. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG059 - PROGRAMMER ANALYST I

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 0 to 2 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing to support an organization's application systems. Consults with users to identify current operating procedures and to clarify program objectives. Relies on instructions and pre-established guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent judgment.

RCG060 - PROGRAMMER ANALYST II

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 2 to 4 years' related experience. Works under general supervision; typically reports to a project leader or manager. Requires proficiency in programming languages.

Functional Responsibility: Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing to support an organization's application systems. Consults with users to identify current operating procedures and to clarify program objectives. May be expected to write documentation to describe program development, logic, coding, and corrections. Writes manuals for users to describe installation and operating procedures. Familiar with relational databases and client-server concepts. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. A certain degree of creativity and latitude is required.

RCG061 - PROGRAMMER ANALYST III

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 4 to 6 years' related experience. Works under general supervision. May lead and direct others. Requires proficiency in programming languages.

Functional Responsibility: Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing to support an organization's application systems. Consults with users to identify current operating procedures and to clarify program objectives. May be expected to write documentation to describe program development, logic, coding, and corrections: Writes manuals for users to describe installation and operating procedures. Must have a working knowledge of relational databases and client-server concepts. A wide degree of creativity and latitude is expected.

RCG062 - PROGRAMMER ANALYST IV

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 6 to 8 years' related experience. Works under general supervision. May lead and direct others. Requires proficiency in programming languages.

Functional Responsibility: Works with users to identify current operating procedures and clarify program objectives. Outlines steps required for program development, including diagrams and charts. Writes program documentation and operations guidelines. Provides technical guidance to lower-level analyst/programmers. Requires comprehensive knowledge of programming techniques, networked and centralized operating systems, and the capabilities of enterprise database products and development suites. May team with external consultants in the development of unique applications that meet employer's requirements. Requires detailed and comprehensive knowledge of employer's applications and systems. A wide degree of creativity and latitude is expected.

RCG063 - PROGRAMMER ANALYST V

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 8 to 10 years' related experience. Works under general supervision. May lead and direct others. May assign, coordinate and review work of lower-level analyst/programmers. Requires proficiency in programming languages.

Functional Responsibility: Leads lower-level analyst/programmers and other technical staff on a large, complex internal development project or serves as lead analyst/programmer on numerous smaller projects and systems. Typically a senior internal technical consultant who directs program development in complex applications and systems where existing architectures and techniques provide little guidance. Consults with user management and technical staff as necessary to clarify program intent, identify problems, suggest changes, and determine required coding. Prescribes standard to simplify interpretation of programs and documentations. Requires detailed and comprehensive knowledge of employer's applications and systems. A wide degree of creativity and latitude is expected.

RCG064 - SYSTEMS ADMINISTRATOR I

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 0 to 2 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Maintains data files and control procedures for a simple system of networked personal computers or for a group of desktop computers linked to a host server. Responsible for system security and data integrity. Assigns passwords and monitors use of resources. Back up files as required. May produce periodic business reports, generate output such as labels, letters, and forms, and respond to frequent management request for information. May be a resident expert for applications running on a department-wide LAN or for the entire computer system in a smaller enterprise.

RCG065 - SYSTEMS ADMINISTRATOR II

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 2 to 4 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Maintains data files and control procedures for a simple system of networked personal computers or for a group of desktop computers linked to a host server. Responsible for system security and data integrity. Assigns passwords and monitors use of resources. Back up files as required. May produce periodic business reports, generate output such as labels, letters, and forms, and respond to frequent management request for information. May be a resident expert for applications running on a department-wide LAN or for the entire computer system in a smaller enterprise.

RCG066 - SYSTEMS ADMINISTRATOR III

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 4 to 6 years' related experience. May lead or direct others. Works under general supervision.

Functional Responsibility: Installs new software releases, system upgrades, evaluates and installs patches and resolves software related problems. Performs system backups and recovery. Maintains data files and monitors system configuration to ensure data integrity. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. A certain degree of creativity and latitude is required. Familiar with standard concepts, practices, and procedures within a particular field.

RCG067 - SYSTEMS ADMINISTRATOR IV

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 6 to 8 years' related experience. May lead or direct others. Works under general supervision.

Functional Responsibility: Installs new software releases, system upgrades, evaluates and installs patches and resolves software related problems. Performs system backups and recovery. Maintains data files and monitors system configuration to ensure data integrity. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. A certain degree of creativity and latitude is required. Familiar with standard concepts, practices, and procedures within a particular field.

RCG068 - SYSTEMS ADMINISTRATOR V

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 8 to 10 years' related experience. Will likely lead or direct others. Works under general supervision.

Functional Responsibility: Installs new software releases, system upgrades, evaluates and installs patches and resolves software related problems. Performs system backups and recovery. Maintains data files and monitors system configuration to ensure data integrity. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. A certain degree of creativity and latitude is required. Familiar with standard concepts, practices, and procedures within a particular field.

RCG069 - SYSTEMS ENGINEER I

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 0 to 2 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Assists more senior engineers with development, design, and analysis of work that may include logic design, circuit design, instrumentation design, firmware development, model formulation, manufacturing and development cost projections, computer architecture analysis and design, network structure design, and analog or binary systems engineering. Projects may include fabrication, modification, and evaluation of components or circuitry for use in electronic equipment. 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.

RCG070 - SYSTEMS ENGINEER II

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 2 to 4 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Performs standard engineering development, design, and analysis of work such as logic design, circuit design, I/O design, instrumentation design, firmware development, model formulation, cost projection, computer architecture analysis and design, network structure design, and systems engineering. Projects may include fabrication, modification, and evaluation of components or circuitry for use in electronic equipment. May be assigned to interact with client engineers, respond to technical questions and requests from customers, and implement systems at customer sites.

RCG071 - SYSTEMS ENGINEER III

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 4 to 6 years' related experience. Typically reports to a project leader or manager. May provide technical supervision to lower level engineers and technical staff.

Functional Responsibility: Performs non-standard engineering analysis, development and design work that requires considerable engineering skill, creative ability, and independent judgment. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG072 - SYSTEMS ENGINEER IV

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 6 to 8 years' related experience. Typically reports to a project leader or manager. May lead and direct the work of others.

Functional Responsibility: Performs a full range of engineering tasks represented by the activities listed under less senior engineering positions. Work requires a high degree of creative ability and engineering and programming skills. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks.

RCG073 - SYSTEMS ENGINEER V

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 8 to 10 years' related experience. Typically works with little supervision. May lead and direct the work of others.

Functional Responsibility: Performs engineering work in the research, development, analysis, and design of products and systems. Interacts at the highest levels with client

engineers and customers. Work requires the highest degree of creative ability, engineering and programming skills, and independent judgment. Will likely coordinate and technically lead projects and subordinated engineers. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks.

RCG074 - WEB DESIGNER/DEVELPER I

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 0 to 2 years' related experience. Works under immediate supervision and guidance. May require knowledge of programming techniques and computer internet systems.

Functional Responsibility: Assists with website design and creation. Helps plan, design, develop, test, edit, maintain, and document look and flow of websites. Interviews clients to help them clarify their goals for establishing a website. Designs or supervises design of digitized images, banners, bullets, charts, image maps and other graphics to enhance appearance of site. 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.

RCG075 - WEB DESIGNER/DEVELPER II

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 2 to 4 years' related experience. Works under immediate supervision and guidance. May require knowledge of programming techniques and computer internet systems.

Functional Responsibility: Assists with website design and creation. Helps plan, design, develop, test, edit, maintain, and document look and flow of websites. Interviews clients to help them clarify their goals for establishing a website. Designs or supervises design of digitized images, banners, bullets, charts, image maps and other graphics to enhance appearance of site. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals.

RCG076 - WEB DESIGNER/DEVELPER III

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 4 to 6 years' related experience. Works under general supervision; typically reports to a project leader or manager. May lead or direct others.

Functional Responsibility: Performs website design and creation. Plans, designs, develops, tests, edits, maintains, and documents look and flow of websites. Interviews clients to help them clarify their goals for establishing a website. Designs or supervises design of digitized images, banners, bullets, charts, image maps and other graphics to enhance appearance of site. Requires knowledge of programming techniques and computer internet systems. Performs a variety of tasks. A certain degree of creativity and latitude is required. Familiar with standard concepts, practices, and procedures within a particular field

RCG077 - WEB DESIGNER/DEVELPER IV

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 6 to 8 years' related experience. Requires knowledge of programming techniques and computer internet systems. Works under general supervision. May lead or direct others.

Functional Responsibility: Performs website design and creation. Plans, designs, develops, tests, edits, maintains, and documents look and flow of websites. Interviews clients to help them clarify their goals for establishing a website. Designs or supervises design of digitized images, banners, bullets, charts, image maps and other graphics to enhance appearance of site. Performs a variety of tasks. A certain degree of creativity and latitude is required. Familiar with standard concepts, practices, and procedures within a particular field.

RCG078 - WEB DESIGNER/DEVELPER V

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 8 to 10 years' related experience. Requires knowledge of programming techniques and computer internet systems. Very likely directs and leads others. Works under general supervision. Typically reports to a manager or head of a unit/department.

Functional Responsibility: Controls all technical aspects of website, including performance issues, such as speed of access, and approving site content. May also have responsibilities for site design and creation. Plans, develops, tests, edits, maintains, documents and controls content, look, and flow of websites. Applies knowledge of programming techniques and computer internet systems. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG079 - WEB PROGRAMMER I

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 0 to 2 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Assists with planning, designing, developing, testing, editing, maintaining, and documenting web programs. Applies knowledge of programming techniques and computer internet systems. Formulates plans outlining steps required to develop program, using structured analysis and design. 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.

RCG080 - WEB PROGRAMMER II

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 2 to 4 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Assists with planning, designing, developing, testing, editing, maintaining, and documenting web programs. Applies knowledge of programming techniques and computer internet systems. Formulates plans outlining steps required to develop program, using structured analysis and design. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG081 - WEB PROGRAMMER III

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 4 to 6 years' related experience. May lead and direct the work of others. Typically reports to a project leader or manager.

Functional Responsibility: Plans, designs, development, tests, edits, maintains, and documents web programs. Applies knowledge of programming techniques and computer internet systems. Formulates plan outlining steps required to develop program, using structured analysis and design. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG082 - WEB PROGRAMMER IV

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 6 to 8 years' related experience. May lead and direct the work of others. Typically reports to a project leader or manager.

Functional Responsibility: Plans, designs, development, tests, edits, maintains, and documents web programs. Applies knowledge of programming techniques and computer internet systems. Formulates plan outlining steps required to develop program, using structured analysis and design. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG083 - WEB PROGRAMMER V

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 8 to 10 years' related experience. Very likely directs and leads others. Works under general supervision. Typically reports to a manager or head of a unit/department.

Functional Responsibility: Plans, designs, development, tests, edits, maintains, and documents web programs. Applies knowledge of programming techniques and computer internet systems. Formulates plan outlining steps required to develop program, using structured analysis and design. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG084 - DATA TECHNICIAN I

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires HS degree (or equivalent) plus 0 to 2 years' related experience. Works under immediate supervision and guidance. Typically reports to a supervisor.

Functional Responsibility: Collects, reviews, and inputs data into a computer processing system; audits output data. May be expected to code data and input data for computer processing. Identifies and resolves production related errors. Maintains and revises procedural lists, control records and coding schemes to process source data. 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. Primary job functions do not typically require exercising independent judgment

RCG085 - DATA TECHNICIAN II

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires HS degree (or equivalent) plus 2 to 4 years' related experience. Works under immediate supervision and guidance. Typically reports to a supervisor. May be required to complete an apprenticeship and/or formal training in area of specialty.

Functional Responsibility: Collects, reviews, and inputs data into a computer processing system; audits output data. May be expected to code data and input data for computer processing. Identifies and resolves production related errors. Maintains and revises procedural lists, control records and coding schemes to process source data. Must be familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. A certain degree of creativity and latitude is required.

RCG086 - DATA TECHNICIAN III

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires HS degree (or equivalent) plus 4 to 6 years' related experience. Works under immediate supervision and guidance. Typically reports to a supervisor. May be required to complete an apprenticeship and/or formal training in area of specialty.

Functional Responsibility: Collects, reviews, and inputs data into a computer processing system; audits output data. May be expected to code data and input data for computer processing. Identifies and resolves production related errors. Maintains and revises procedural lists, control records and coding schemes to process source data. Must be familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG087 - DATA TECHNICIAN IV

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 6 to 8 years' related experience. Works under immediate supervision and guidance. May lead and direct others. May be required to complete an apprenticeship and/or formal training in area of specialty.

Functional Responsibility: Collects, reviews, and inputs data into a computer processing system; audits output data. May be expected to code data and input data for computer processing. Identifies and resolves production related errors. Maintains and revises procedural lists, control records and coding schemes to process source data. Must be familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Typically reports to a supervisor or manager. A wide degree of creativity and latitude is expected.

RCG088 - DATA TECHNICIAN V

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 8 to 10 years' related experience. Works under immediate supervision and guidance. Will likely lead and direct others. May be required to complete an apprenticeship and/or formal training in area of specialty.

Functional Responsibility: Collects, reviews, and inputs data into a computer processing system; audits output data. May be expected to code data and input data for computer processing. Identifies and resolves production related errors. Maintains and revises procedural lists, control records and coding schemes to process source data. Must be familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Typically reports to a supervisor or manager. A wide degree of creativity and latitude is expected.

RCG089 - GIS SPECIALIST I

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 0 to 2 years' related experience. Works under immediate supervision. Typically reports to a supervisor or manager.

Functional Responsibility: Utilizes Geographic Information System techniques to provide a better understanding of certain variables in a given geographic location. Extracts data from GIS software and uses varying analysis methods to arrive at results. Recommends appropriate reactionary strategies in response to GIS analysis. Provides maps and data sets to clients to supplement analysis. Knowledgeable of GIS software and technology. Works in conjunction with CADD drafters and technicians. 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.

RCG090 - GIS SPECIALIST II

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 2 to 4 years' related experience. Works under immediate supervision. Typically reports to a supervisor or manager.

Functional Responsibility: Utilizes Geographic Information System techniques to provide a better understanding of certain variables in a given geographic location. Extracts data from GIS software and uses varying analysis methods to arrive at results. Recommends appropriate reactionary strategies in response to GIS analysis. Provides maps and data sets to clients to supplement analysis. Knowledgeable of GIS software and technology. Works in conjunction with CADD drafters and technicians. 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.

RCG091 - GIS SPECIALIST III

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 4 to 6 years' related experience. Works under general supervision. May lead and direct others.

Functional Responsibility: Utilizes Geographic Information System techniques to provide a better understanding of certain variables in a given geographic location. Extracts data from GIS software and uses varying analysis methods to arrive at results. Recommends appropriate reactionary strategies in response to GIS analysis. Provides maps and data sets to clients to supplement analysis. Knowledgeable of GIS software and technology. Works in conjunction with CADD drafters and technicians. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. A certain degree of creativity and latitude is required. Typically reports to a supervisor or manager.

RCG092 - GIS SPECIALIST IV

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 6 to 8 years' related experience. Works under general supervision. May lead and direct others.

Functional Responsibility: Utilizes Geographic Information System techniques to provide a better understanding of certain variables in a given geographic location. Extracts data from GIS software and uses varying analysis methods to arrive at results. Recommends appropriate reactionary strategies in response to GIS analysis. Provides maps and data sets to clients to supplement analysis. Knowledgeable of GIS software and technology. Works in conjunction with CADD drafters and technicians. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a

variety of tasks. A certain degree of creativity and latitude is required.

RCG093 - GIS SPECIALIST V

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 8 to 10 years' related experience. Works under general supervision. Will likely lead and direct others.

Functional Responsibility: Utilizes Geographic Information System techniques to provide a better understanding of certain variables in a given geographic location. Extracts data from GIS software and uses varying analysis methods to arrive at results. Recommends appropriate reactionary strategies in response to GIS analysis. Provides maps and data sets to clients to supplement analysis. Knowledgeable of GIS software and technology. Works in conjunction with CADD drafters and technicians. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. A certain degree of creativity and latitude is required.

RCG110 - BUSINESS ANALYST I

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 0 to 2 years' related experience. Typically reports to a manager. Works under immediate supervision and guidance.

Functional Responsibility: Reviews, analyzes, and evaluates business systems and user needs. Formulates systems to parallel overall business strategies. Primary job functions do not typically require exercising independent judgment. 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.

RCG111 - BUSINESS ANALYST II

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 2 to 4 years' related experience. Works under general supervision; typically reports to a project leader or manager.

Functional Responsibility: Reviews, analyzes, and evaluates business systems and user needs. Formulates systems to parallel overall business strategies. Writes detailed description of user needs, program functions, and steps required to develop or modify computer programs. Familiar with relational database concepts, and client-server concepts. Relies on limited experience and judgment to plan

and accomplish goals. Performs a variety of tasks. A certain degree of creativity and latitude is required.

RCG112 - BUSINESS ANALYST III

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 4 to 6 years' related experience. Works under general supervision. May lead and direct others.

Functional Responsibility: Reviews, analyzes, and evaluates business systems and user needs. Formulates systems to parallel overall business strategies. Writes detailed description of user needs, program functions, and steps required to develop or modify computer programs. Familiar with relational database concepts, and client-server concepts. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks.

RCG113 - BUSINESS ANALYST IV

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 6 to 8 years' related experience. Works under general supervision. May lead and direct others.

Functional Responsibility: Reviews, analyzes, and evaluates business systems and user needs. Formulates systems to parallel overall business strategies. Writes detailed description of user needs, program functions, and steps required to develop or modify computer programs. Familiar with related computer software/programs used to perform job functions. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks.

RCG114 - BUSINESS ANALYST V

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 8 to 10 years' related experience. Works under general supervision. Likely leads and directs others.

Functional Responsibility: Reviews, analyzes, and evaluates business systems and user needs. Formulates systems to parallel overall business strategies. Writes detailed description of user needs, program functions, and steps required to develop or modify computer programs. Familiar with related computer software/programs used to perform job functions. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks.

RCG155 - PROGRAM MANAGER I

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 2 to 4 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: This individual will work under very broad supervision in providing management and technical direction to program personnel. Will regularly exercise independent judgment, as well as a high-level of analytical skill in solving complex technical, administrative and managerial problems. Will be responsible for all aspects of program performance. The individual will: (1) Be responsible for all aspects of program performance (i.e., technical, contractual, administrative, financial); (2) Manage all aspects of program activity; (3) Provide technical and financial reports in order to show progress to Corporate management and customers; (4) Maintain customer contacts to ensure conformity to all contractual obligations; (5) Assume the initiative and provide support to Corporate management in identifying future requirements; (6) Develop, maintain, and implement a Program Management Plan that guides the performance of all functional activities performed on the Program.

RCG156 - PROGRAM MANAGER II

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 4 to 6 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: This individual will work under very broad supervision in providing management and technical direction to program personnel. Will regularly exercise independent judgment, as well as a high-level of analytical skill in solving complex technical, administrative and managerial problems. Will be responsible for all aspects of program performance. The individual will: (1) Be responsible for all aspects of program performance (i.e., technical, contractual, administrative, financial); (2) Manage all aspects of program activity; (3) Provide technical and financial reports in order to show progress to Corporate management and customers; (4) Maintain customer contacts to ensure conformity to all contractual obligations; (5) Assume the initiative and provide support to Corporate management in identifying future requirements; (6) Develop, maintain, and implement a Program Management Plan that guides the performance of all functional activities performed on the Program.

RCG157 - PROGRAM MANAGER III

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position

requires BS/BA (or equivalent) plus 6 to 8 years' related experience. Works under general supervision and guidance. May lead or direct the work of others.

Functional Responsibility: This individual will work under very broad supervision in providing management and technical direction to program personnel. Will regularly exercise independent judgment, as well as a high-level of analytical skill in solving complex technical, administrative and managerial problems. Will be responsible for all aspects of program performance. The individual will: (1) Be responsible for all aspects of program performance (i.e., technical, contractual, administrative, financial); (2) Manage all aspects of program activity; (3) Provide technical and financial reports in order to show progress to Corporate management and customers; (4) Maintain customer contacts to ensure conformity to all contractual obligations; (5) Assume the initiative and provide support to Corporate management in identifying future requirements; (6) Develop, maintain, and implement a Program Management Plan that guides the performance of all functional activities performed on the Program.

RCG158 - PROGRAM MANAGER IV

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 8 to 10 years' related experience. Works under limited supervision and guidance. Likely leads and directs the work of others.

Functional Responsibility: This individual will work under very broad supervision in providing management and technical direction to program personnel. Will regularly exercise independent judgment, as well as a high-level of analytical skill in solving complex technical, administrative and managerial problems. Will be responsible for all aspects of program performance. The individual will: (1) Be responsible for all aspects of program performance (i.e., technical, contractual, administrative, financial); (2) Manage all aspects of program activity; (3) Provide technical and financial reports in order to show progress to Corporate management and customers; (4) Maintain customer contacts to ensure conformity to all contractual obligations; (5) Assume the initiative and provide support to Corporate management in identifying future requirements; (6) Develop, maintain, and implement a Program Management Plan that guides the performance of all functional activities performed on the Program.

RCG159 - PROGRAM MANAGER V

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 15+ years' related

experience. Works under limited supervision and guidance. Likely leads and directs the work of others.

Functional Responsibility: This individual will work under very broad supervision in providing management and technical direction to program personnel. Will regularly exercise independent judgment, as well as a high-level of analytical skill in solving complex technical, administrative and managerial problems. Will be responsible for all aspects of program performance. The individual will: (1) Be responsible for all aspects of program performance (i.e., technical, contractual, administrative, financial); (2) Manage all aspects of program activity; (3) Provide technical and financial reports in order to show progress to Corporate management and customers; (4) Maintain customer contacts to ensure conformity to all contractual obligations; (5) Assume the initiative and provide support to Corporate management in identifying future requirements; (6) Develop, maintain, and implement a Program Management Plan that guides the performance of all functional activities performed on the Program.

RCG160 - PROJECT MANAGER I

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 0 to 2 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Is responsible for assisting with all aspects of field and/or task-level project performance (i.e., technical, contractual, administrative, financial). Supervises personnel involved in all aspects of project activity, organizes and assigns responsibilities to subordinates, oversees the successful completion of all assigned tasks, and maintains customer contacts to ensure conformity to all contractual obligations. Exercises independent judgment, as well as a high-level of analytical skill, in solving non-routine technical, administrative, and managerial problems.

RCG161 - PROJECT MANAGER II

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 2 to 4 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Under general supervision, is responsible for all aspects of field and/or task-level project performance (i.e., technical, contractual, administrative, financial). Supervises personnel involved in all aspects of project activity, organizes and assigns responsibilities to subordinates, oversees the successful completion of all assigned tasks, and maintains customer contacts to ensure

conformity to all contractual obligations. Exercises independent judgment, as well as a high-level of analytical skill, in solving non-routine technical, administrative, and managerial problems.

RCG162 - PROJECT MANAGER III

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 4 to 6 years' related experience. Works under general supervision and guidance. May lead or direct the work of others.

Functional Responsibility: Is responsible for all aspects of field and/or task-level project performance (i.e., technical, contractual, administrative, financial). May work on multiple projects simultaneously. Supervises personnel involved in all aspects of project activity, organizes and assigns responsibilities to subordinates, oversees the successful completion of all assigned tasks, and maintains customer contacts to ensure conformity to all contractual obligations. Exercises independent judgment, as well as a high-level of analytical skill, in solving non-routine technical, administrative, and managerial problems.

RCG163 - PROJECT MANAGER IV

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 6 to 8 years' related experience. Works under limited supervision and guidance. May lead or direct the work of others.

Functional Responsibility: Is responsible for all aspects of field and/or task-level project performance (i.e., technical, contractual, administrative, financial). Will probably work on multiple projects simultaneously. Supervises personnel involved in all aspects of project activity, organizes and assigns responsibilities to subordinates, oversees the successful completion of all assigned tasks, and maintains customer contacts to ensure conformity to all contractual obligations. Exercises independent judgment, as well as a high-level of analytical skill, in solving non-routine technical, administrative, and managerial problems

RCG164 - PROJECT MANAGER V

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 8 to 10 years' related experience. Works under limited supervision and guidance. Likely leads or directs the work of others.

Functional Responsibility: Is responsible for all aspects of field and/or task-level project performance (i.e., technical, contractual, administrative, financial). Will work on multiple projects simultaneously. Supervises personnel involved in all aspects of project activity, organizes and assigns

responsibilities to subordinates, oversees the successful completion of all assigned tasks, and maintains customer contacts to ensure conformity to all contractual obligations. Exercises independent judgment, as well as a high-level of analytical skill, in solving non-routine technical, administrative, and managerial problems.

RCG165 - TASK LEADER

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 2 to 4 years' related experience. Works under general supervision and guidance. May lead or direct the work of others.

Functional Responsibility: Monitors each task and keeps the client CO and COTR abreast of all problems and accomplishments. Anticipates problems and works to mitigate the anticipated problems. As a team leader, provides technical direction for the complete systems development effort. May service as a technical authority for a designated area. As a staff specialist, resolves unique and unyielding systems problems using new technology. Can complete tasks within estimated time frames and budget constraints. Schedules and assigns duties to subordinates. Interacts with government management personnel. Reports in writing and orally to contractor management and government representatives, including the government-contracting officer.

RCG166 - QUALITY ASSURANCE SPECIALIST I

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 0 to 2 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Responsible for assisting with quality assurance and compliance with applicable regulatory requirements; conducts audits and reviews/analyzes data and documentation. 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.

RCG167 - QUALITY ASSURANCE SPECIALIST II

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 2 to 4 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Responsible for assisting with all activities involving quality assurance and compliance with applicable regulatory requirements; conducts audits and reviews/analyzes data and documentation. Has knowledge

of commonly-used concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. Relies on instructions and pre-established guidelines to perform the functions of the job, but a certain degree of creativity and latitude is required.

RCG168 - QUALITY ASSURANCE SPECIALIST III

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 4 to 6 years' related experience. Works under general supervision and guidance. May lead or direct the work of others.

Functional Responsibility: Responsible for quality assurance and compliance with applicable regulatory requirements; conducts audits and reviews/analyzes data and documentation. 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. May lead and direct the work of others. A wide degree of creativity and latitude is expected.

RCG169 - QUALITY ASSURANCE SPECIALIST IV

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 6 to 8 years' related experience. Works under general supervision and guidance. May lead or direct the work of others. May require an advanced degree.

Functional Responsibility: Responsible for quality assurance and compliance with applicable regulatory requirements; conducts audits and reviews/analyzes data and documentation. 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. May lead and direct the work of others. A wide degree of creativity and latitude is expected.

RCG170 - QUALITY ASSURANCE SPECIALIST V

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 8 to 10 years' related experience. Works under general supervision and guidance. Likely leads or directs the work of others. May require an advanced degree.

Functional Responsibility: Responsible for all aspects of quality assurance and compliance with applicable regulatory requirements; conducts audits and reviews/analyzes data and documentation. 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. Will very likely lead and direct

the work of others. A wide degree of creativity and latitude is expected.

RCG186 - TECHNICAL WRITER I

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 0 to 2 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. A high degree of creativity and latitude is required. Relies on limited experience and judgment to plan and accomplish goals. Relies on instructions and pre-established guidelines to perform the functions of the job.

RCG187 - TECHNICAL WRITER II

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 2 to 4 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Researches subject matter, writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document. Familiar with standard concepts, practices, and procedures within a particular field. A high degree of creativity and latitude is required. Relies on limited experience and judgment to plan and accomplish goals.

RCG188 - TECHNICAL WRITER III

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 4 to 6 years' related experience. Works under general supervision and guidance. May lead or direct the work of others.

Functional Responsibility: Researches subject matter, writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document. Familiar with standard concepts, practices, and procedures within a particular field. A high degree of creativity and latitude is required. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks.

RCG189 - TECHNICAL WRITER IV

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 6 to 8 years' related experience. Works under general supervision and guidance. May lead or direct the work of others.

Functional Responsibility: Researches subject matter, writes and edits material for reports, manuals, proposals, instructional material, catalogs, technical and outreach publications, and software and hardware documentations. Task may also include obtaining technical data from independent observation, reviews with staff members, and/or studies of published materials and existing documentation. Coordinate efforts of technical artists and illustrators in preparing reports, articles, and publications of internal and external distribution. Obtain background information on technologies, methods, and standards. Revises text and recommends changes in scope, format, and content to ensure conformance with established standards. A high degree of creativity and latitude is required. Relies on experience and judgment to plan and accomplish goals.

RCG190 - TECHNICAL WRITER V

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 8 to 10 years' related experience. Works under limited supervision and guidance. Likely leads or directs the work of others.

Functional Responsibility: Researches subject matter, writes and edits material for reports, manuals, proposals, instructional material, catalogs, technical and outreach publications, and software and hardware documentations. Task may also include obtaining technical data from independent observation, reviews with staff members, and/or studies of published materials and existing documentation. Coordinate efforts of technical artists and illustrators in preparing reports, articles, and publications of internal and external distribution. Obtain background information on technologies, methods, and standards. Revises text and recommends changes in scope, format, and content to ensure conformance with established standards. A high degree of creativity and latitude is required. Relies on experience and judgment to plan and accomplish goals.

RCG191 - ENGINEER I

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 0 to 2 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Assists with the design, development, implementation, and analysis of technical products and systems. Performs engineering design evaluations. May develop a range of products. 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.

RCG192 - ENGINEER II

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 2 to 4 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Assists with the design, development, implementation, and analysis of technical products and systems. Performs engineering design evaluations. May develop a range of products. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals.

RCG193 - ENGINEER III

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 4 to 6 years' related experience. Works under general supervision and guidance. May lead or direct the work of others.

Functional Responsibility: Responsible for design, development, implementation, and analysis of technical products and systems. Performs engineering design evaluations. May develop a range of products. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. May be required to lead and/or provide guidance to other engineers/technician.

RCG194 - ENGINEER IV

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 6 to 8 years' related experience. Works under general supervision and guidance. May lead or direct the work of others. License and certification may be required.

Functional Responsibility: Provides expert judgment and analysis for the design, development and implementation of technical products and systems. Resolves highly complex technical issues, conducts advanced research, and identifies product/service innovations. Familiar with a variety of the

field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. A high degree of creativity and latitude is required. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks.

RCG195 - ENGINEER V

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 8 to 10 years' related experience. Works under general supervision and guidance. Likely leads or directs the work of others. License and certification may be required.

Functional Responsibility: Provides expert consultation in one or more areas for the design, development, analysis, and implementation of technical products and systems. Recognized as technical leader and resource. Responsible for all internal activities and product development. A high degree of creativity and latitude is required. Relies on experience and judgment to plan and accomplish goals. Works under general supervision. Performs a variety of tasks.

RCG196 - CHIEF ENGINEER

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 10+ years' related experience. Works under general supervision and guidance. Likely leads or directs the work of others. License, certification, or advanced degree may be required.

Functional Responsibility: Establishes the overall objectives and initiatives of an engineering department. Develops ideas for new products or product enhancements and oversees the creation and improvement of products that involve the engineering department. Provides engineering expertise to other departments where needed. 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.

RCG197 - ENVIRONMENTAL ENGINEER I

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 0 to 2 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Assists with planning, designing, and overseeing construction and maintenance of structures and facilities, such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, power-plants, water and sewage systems, and

waste disposal units to solve environmental problems. Conducts research to identify and abate or eliminate sources observations of air, water, soil, and other sources to make recommendations on how best to clean and preserve the environment. Designs and engineers abatement operations, waste disposal sites, and reclamation of contaminated land and water. 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.

RCG198 - ENVIRONMENTAL ENGINEER II

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 2 to 4 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Assists with planning, designing, and overseeing construction and maintenance of structures and facilities, such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, power-plants, water and sewage systems, and waste disposal units to solve environmental problems. Conducts research to identify and abate or eliminate sources of pollutants. Analyzes and reports measurements and observations of air, water, soil, and other sources to make recommendations on how best to clean and preserve the environment. Designs and engineers abatement operations, waste disposal sites, and reclamation of contaminated land and water. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals.

RCG199 - ENVIRONMENTAL ENGINEER III

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 4 to 6 years' related experience. Works under general supervision and guidance. May lead or direct the work of others.

Functional Responsibility: Plans, designs, and oversees construction and maintenance of structures and facilities, such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, power-plants, water and sewage systems, and waste disposal units to solve environmental problems. Conducts research to identify and abate or eliminate sources of pollutants. Analyzes and reports measurements and observations of air, water, soil, and other sources to make recommendations on how best to clean and preserve the environment. Designs and engineers abatement operations, waste disposal sites, and reclamation of contaminated land and water. Familiar with a variety of the field's concepts, practices, and procedures. Relies on

experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG200 - ENVIRONMENTAL ENGINEER IV

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 6 to 8 years' related experience. Works under general supervision and guidance. May lead or direct the work of others.

Functional Responsibility: Plans, designs, and oversees construction and maintenance of structures and facilities, such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, power-plants, water and sewage systems, and waste disposal units to solve environmental problems. Conducts research to identify and abate or eliminate sources of pollutants. Analyzes and reports measurements and observations of air, water, soil, and other sources to make recommendations on how best to clean and preserve the environment. Designs and engineers abatement operations, waste disposal sites, and reclamation of contaminated land and water. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG201 - ENVIRONMENTAL ENGINEER V

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 8 to 10 years' related experience. Works under limited supervision and guidance. Likely leads or directs the work of others.

Functional Responsibility: Plans, designs, and oversees construction and maintenance of structures and facilities, such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, power-plants, water and sewage systems, and waste disposal units to solve environmental problems. Conducts research to identify and abate or eliminate sources of pollutants. Analyzes and reports measurements and observations of air, water, soil, and other sources to make recommendations on how best to clean and preserve the environment. Designs and engineers abatement operations, waste disposal sites, and reclamation of contaminated land and water. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG207 - SW ENGINEER I

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 0 to 2 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Assists in design and coding of software product components, units, and modules according to detailed specifications. Participates in analysis and development of test plans. Tests assigned components and units. Provides test results and recommends corrections to senior developers. Requires practical knowledge of one or more platforms and operating systems, and of programming languages. Typically requires knowledge of one or more systems architectures. 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.

RCG208 - SW ENGINEER II

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 2 to 4 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Assist in the design and coding of software products. Prepares comprehensive test plans. Conducts tests. Identifies and debugs relatively simple problems. Provides test results and recommends more complex corrections to senior developers. Codes enhancements and supports features. Participates in writing product and user documentation. Requires extensive knowledge of one or more platforms and operating systems, and of programming languages. Typically requires knowledge of one or more systems architectures. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals.

RCG209 - SW ENGINEER III

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 4 to 6 years' related experience. Works under general supervision and guidance. May direct or lead the work of others.

Functional Responsibility: Designs and codes software components, units, and modules that meet product specification and development schedules. Tests and debugs assigned components and units, Participated in large system and subsystem planning. Adheres to product build and release schedules and strategies. Acts as a technical resource for lower-level developers. Requires comprehensive knowledge of one or more platforms and

operating systems, and of programming languages. Typically requires knowledge of one or more systems architectures. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG210 - SW ENGINEER IV

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 6 to 8 years' related experience. Works under general supervision and guidance. May direct or lead the work of others.

Functional Responsibility: Develops technical designs and specifications for software products. Researched and integrated design strategies, product specifications, development schedules, and user expectations into product capabilities. Uses software development technologies and tools to build, test, and maintain product modules, components, and subsystems. Provides technical leadership to lower-level developers. May provide product demonstrations and participate in trade shows and seminars. May require interaction with customers, vendors and external development partners. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG211 - SW ENGINEER V

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 8 to 10 years' related experience. Works under limited supervision and guidance. Likely directs or leads the work of others.

Functional Responsibility: Oversees technical design, development, and implementation of large projects and/or major software products and systems. Assists in defining architecture requirements and establishing standards for design and development. Consults with management and customers regarding product feasibility and viability of product plans and designs. Factors emerging technologies and product supportability into design and implementation. Serves as primary technical resource to development team. May act as team leader in prioritizing group tasks, determining individual assignments, and reviewing work of lower-level developers. Provides product demonstrations and participates in trade shows, seminars, industry panels, and user group meetings. Interacts with customers regarding strategies, requirements, problem solving, and support.

RCG212 - TECHNICAL SPECIALIST I

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 1 to 3 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Conducts research, performs studies and surveys to obtain data, and analyzes problems to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires knowledge in fields defined as technical, such as electrical engineering, construction engineering, computer engineering, other engineering fields, chemistry, scientific research, and other related technical and engineering fields. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG213 - TECHNICAL SPECIALIST II

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 3 to 5 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Conducts research, performs studies and surveys to obtain data, and analyzes problems to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires knowledge in fields defined as technical, such as electrical engineering, construction engineering, computer engineering, other engineering fields, chemistry, scientific research, and other related technical and engineering fields. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG214 - TECHNICAL SPECIALIST III

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 5 to 7 years' related experience. Works under general supervision and guidance. May direct or lead the works of others.

Functional Responsibility: Conducts research, performs studies and surveys to obtain data, and analyzes problems to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires knowledge in fields defined as technical, such as electrical engineering, construction engineering, computer engineering, other engineering fields, chemistry, scientific research, and other related technical and engineering fields. Relies on experience and judgment

to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG215 - TECHNICAL SPECIALIST IV

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 7 to 9 years' related experience. Works under general supervision and guidance. May direct or lead the works of others.

Functional Responsibility: Conducts research, performs studies and surveys to obtain data, and analyzes problems to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires knowledge in fields defined as technical, such as electrical engineering, construction engineering, computer engineering, other engineering fields, chemistry, scientific research, and other related technical and engineering fields. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. BS/BA degree (or equivalent) in appropriate specialty plus 8 to 10 years' experience in related field. May require an advanced degree.

RCG216 - TECHNICAL SPECIALIST V

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 10+ years' related experience. Works with little supervision and guidance. May direct or lead the works of others. May require an advanced degree.

Functional Responsibility: Conducts research, performs studies and surveys to obtain data, and analyzes problems to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires knowledge in fields defined as technical, such as electrical engineering, construction engineering, computer engineering, other engineering fields, chemistry, scientific research, and other related technical and engineering fields. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG217 - JUNIOR IT TECHNICIAN

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires AA (or equivalent) plus 1 to 3 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Participate in the analysis of security procedures and network performance. Troubleshoots problems to ensure no disruption of mission-critical applications. Identifies and resolves production related errors. Maintains and revises procedures, control records and support processes. 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. Primary job functions do not typically require exercising independent judgment.

RCG218 - IT TECHNICIAN

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires AA (or equivalent) plus 3 to 5 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Participate in the analysis of security procedures and network performance. Troubleshoots problems to ensure no disruption of mission-critical applications. Identifies and resolves production related errors. Maintains and revises procedures, control records and support processes. 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. Primary job functions do not typically require exercising independent judgment.

RCG219 - SENIOR IT TECHNICIAN

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires AA (or equivalent) plus 5 to 7 years' related experience. Works under general supervision and guidance.

Functional Responsibility: Participate in the analysis of security procedures and network performance. Troubleshoots problems to ensure no disruption of mission-critical applications. Identifies and resolves production related errors. Maintains and revises procedures, control records and support processes. 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. Primary job functions do not typically require exercising independent judgment.

RCG220 - ANALYST I

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 0 to 2 years' related

experience. Works under immediate supervision and guidance.

Functional Responsibility: Assists to solve computer, business, scientific, engineering, policy/compliance or other discipline system/process problems and enables system to meet the needs of the organization. Performs system studies to assist organization to realize maximum benefit from investments in equipment, personnel, and business processes or to comply with internal or external requirements. Plans and designs new systems/processes or devises ways to apply existing systems resources to additional operations. Analyzes requirements, procedures, and problems to improve existing system/processes. 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.

RCG221 - ANALYST II

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 2 to 4 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Assists to solve computer, business, scientific, engineering, policy/compliance or other discipline system/process problems and enables system to meet the needs of the organization. Performs system studies to assist organization to realize maximum benefit from investments in equipment, personnel, and business processes or to comply with internal or external requirements. Plans and designs new systems/processes or devises ways to apply existing systems resources to additional operations. Analyzes requirements, procedures, and problems to improve existing system/processes. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals.

RCG222 - ANALYST III

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 4 to 6 years' related experience. Works under general supervision and guidance. May direct or lead the works of others.

Functional Responsibility: Solves computer, business, scientific, engineering, policy/compliance or other discipline system/process problems and enables system to meet the needs of the organization. Performs system studies to assist organization to realize maximum benefit from investments in equipment, personnel, and business processes or to comply with internal or external requirements. Plans and designs

new systems/processes or devises ways to apply existing systems resources to additional operations. Analyzes requirements, procedures, and problems to improve existing system/processes. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks.

RCG223 - ANALYST IV

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 6 to 8 years' related experience. Works under general supervision and guidance. May direct or lead the works of others.

Functional Responsibility: Solves computer, business, scientific, engineering, policy/compliance or other discipline system/process problems and enables system to meet the needs of the organization. Performs system studies to assist organization to realize maximum benefit from investments in equipment, personnel, and business processes or to comply with internal or external requirements. Plans and designs new systems/processes or devises ways to apply existing systems resources to additional operations. Analyzes requirements, procedures, and problems to improve existing system/processes. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG224 - ANALYST V

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 8 to 10 years' related experience. Works under limited supervision and guidance. May direct or lead the works of others.

Functional Responsibility: Solves computer, business, scientific, engineering, policy/compliance or other discipline system/process problems and enables system to meet the needs of the organization. Performs system studies to assist organization to realize maximum benefit from investments in equipment, personnel, and business processes or to comply with internal or external requirements. Plans and designs new systems/processes or devises ways to apply existing systems resources to additional operations. Analyzes requirements, procedures, and problems to improve existing system/processes. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG225 - ENVIRONMENTAL SCIENTIST I

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 0 to 2 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Assist to conduct research to identify and abate or eliminate sources of pollutants that affect people, wildlife, and their environments. Analyzes and reports measurements and observations of air, water, soil, and other sources to make recommendations on how best to clean and preserve the environment. Designs and monitors waste disposal sites, preserves water supplies, and reclaims contaminated land and water. 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.

RCG226 - ENVIRONMENTAL SCIENTIST II

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 2 to 4 years' related experience. Works under immediate supervision and guidance.

Functional Responsibility: Assist to conduct research to identify and abate or eliminate sources of pollutants that affect people, wildlife, and their environments. Analyzes and reports measurements and observations of air, water, soil, and other sources to make recommendations on how best to clean and preserve the environment. Designs and monitors waste disposal sites, preserves water supplies, and reclaims contaminated land and water. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals.

RCG227 - ENVIRONMENTAL SCIENTIST III

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 4 to 6 years' related experience. Works under general supervision and guidance.

Functional Responsibility: Conducts research to identify and abate or eliminate sources of pollutants that affect people, wildlife, and their environments. Analyzes and reports measurements and observations of air, water, soil, and other sources to make recommendations on how best to clean and preserve the environment. Designs and monitors waste disposal sites, preserves water supplies, and reclaims contaminated land and water. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG228 - ENVIRONMENTAL SCIENTIST IV

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 6 to 8 years' related experience. Works under general supervision and guidance. May direct or lead the work of others.

Functional Responsibility: Conducts research to identify and abate or eliminate sources of pollutants that affect people, wildlife, and their environments. Analyzes and reports measurements and observations of air, water, soil, and other sources to make recommendations on how best to clean and preserve the environment. Designs and monitors waste disposal sites, preserves water supplies, and reclaims contaminated land and water. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. May direct and lead others.

RCG229 - ENVIRONMENTAL SCIENTIST V

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires BS/BA (or equivalent) plus 8 to 10 years' related experience. Works under limited supervision and guidance. Will likely direct or lead the work of others.

Functional Responsibility: Conducts research to identify and abate or eliminate sources of pollutants that affect people, wildlife, and their environments. Analyzes and reports measurements and observations of air, water, soil, and other sources to make recommendations on how best to clean and preserve the environment. Designs and monitors waste disposal sites, preserves water supplies, and reclaims contaminated land and water. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG230 - TECHNICIAN I

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires HS degree (or equivalent) plus 0 to 2 years' related experience. May be required to complete an apprenticeship and/or formal training in area of specialty. Works under immediate supervision and guidance.

Functional Responsibility: Assists engineers/ scientists in project efforts. Operates, constructs, maintains, and/or tests electrical/mechanical systems and components. 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. Primary job functions do not typically require exercising independent judgment. HS diploma (or equivalent), and 0-2 years of experience in the field or in a related area.

RCG231 - TECHNICIAN II

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires HS degree (or equivalent) plus 2 to 4 years' related experience. May be required to complete an apprenticeship and/or formal training in area of specialty. Works under immediate supervision and guidance.

Functional Responsibility: Assists engineers/ scientists in project efforts. Operates, constructs, maintains, and/or tests electrical/mechanical systems and components. Must be familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. A certain degree of creativity and latitude is required.

RCG232 - TECHNICIAN III

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires HS degree (or equivalent) plus 4 to 6 years' related experience. May be required to complete an apprenticeship and/or formal training in area of specialty. Works under general supervision and guidance.

Functional Responsibility: Assists engineers/ scientists in project efforts. Operates, constructs, maintains, and/or tests electrical/mechanical systems and components. Must be familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG233 - TECHNICIAN IV

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires HS degree (or equivalent) plus 6 to 8 years' related experience. May be required to complete an apprenticeship and/or formal training in area of specialty. Works under general supervision and guidance. May direct or lead the work of others.

Functional Responsibility: Assists engineers/ scientists in project efforts. Operates, constructs, maintains, and/or tests electrical/mechanical systems and components. Must be familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG234 - TECHNICIAN V

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires HS degree (or equivalent) plus 8 to 10 years' related experience. May be required to complete an apprenticeship and/or formal training in area of specialty. Works under general supervision and guidance. May direct or lead the work of others.

Functional Responsibility: Assists engineers / scientists in project efforts. Operates, constructs, maintains, and/or tests electrical/mechanical systems and components. Must be familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

RCG237 - SENIOR CONSULTANT

Minimum/General Experience: Experience will be determined on a case-by-case basis. Generally this position requires MA/MS (or equivalent) plus 18+ years' related experience. Requires knowledge in fields defined as technical, such as electrical engineering, construction engineering, computer engineering, other engineering fields, chemistry, scientific research, and other related technical and engineering fields. May direct or lead the work of others.

Functional Responsibility: Conducts research, performs studies and surveys to obtain data, and analyzes problems to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

30. IT PROFESSIONAL SERVICES - Service Rates Applicable for SIN 132-51

SIN 132-51 - Labor Category Requirements and Descriptions

GOVERNMENT SITE LABOR CATEGORIES and RATES		
Pos #	*Labor Category*	*Contract Year 1 GSA Price with IFF*
RCG001	Configuration Management Specialist I	$62.45
RCG002	Configuration Management Specialist II	$74.94
RCG003	Configuration Management Specialist III	$89.36
RCG004	Configuration Management Specialist IV	$111.71
RCG005	Configuration Management Specialist V	$133.14
RCG006	Database Administrator I	$71.01
RCG007	Database Administrator II	$85.02
RCG008	Database Administrator III	$100.77
RCG009	Database Administrator IV	$113.77
RCG010	Database Administrator V	$130.46
RCG011	Database Specialist I	$69.58
RCG012	Database Specialist II	$86.56
RCG013	Database Specialist III	$101.30
RCG014	Database Specialist IV	$115.52
RCG015	Database Specialist V	$138.41
RCG016	Enterprise System Architect I	$91.93
RCG017	Enterprise System Architect II	$106.59
RCG018	Enterprise System Architect III	$126.59
RCG019	Enterprise System Architect IV	$150.65
RCG020	Enterprise System Architect V	$173.36
RCG021	Chief Enterprise System Architect	$214.59
RCG022	Junior Subject Matter Expert	$132.39
RCG023	Subject Matter Expert	$152.12
RCG024	Senior Subject Matter Expert	$187.15
RCG025	Junior Subject Matter Specialist	$100.48
RCG026	Subject Matter Specialist	$111.52
RCG027	Senior Subject Matter Specialist	$128.30
RCG028	Senior Global Telecommunications Consultant	$214.00
RCG029	Global Telecommunications Consultant	$189.67
RCG030	Junior Global Telecommunications Consultant	$167.46
RCG031	Disaster Recovery Specialist	$76.07
RCG032	Systems Analyst	$92.42
RCG033	Senior Security Specialist	$134.87
RCG034	Security Specialist	$116.82
RCG035	Junior Security Specialist	$99.54
RCG041	IT Security Specialist I	$83.78
RCG042	IT Security Specialist II	$98.67
RCG043	IT Security Specialist III	$115.58
RCG044	IT Security Specialist IV	$134.89
RCG045	IT Security Specialist V	$176.53
RCG046	IT/Computer Specialist I	$66.75
RCG047	IT/Computer Specialist II	$79.53

RCG048	*IT/Computer Specialist III*	*$98.29*
RCG049	*IT/Computer Specialist IV*	*$120.56*
RCG050	*IT/Computer Specialist V*	*$140.70*
RCG051	*Junior IT Specialist*	*$61.76*
RCG052	*IT Specialist*	*$80.26*
RCG053	*Senior IT Specialist*	*$92.63*
RCG054	*Network Engineer I*	*$71.14*
RCG055	*Network Engineer II*	*$82.87*
RCG056	*Network Engineer III*	*$98.72*
RCG057	*Network Engineer IV*	*$120.38*
RCG058	*Network Engineer V*	*$145.93*
RCG059	*Programmer Analyst I ***	*$69.23*
RCG060	*Programmer Analyst II ***	*$84.81*
RCG061	*Programmer Analyst III ***	*$102.07*
RCG062	*Programmer Analyst IV*	*$119.17*
RCG063	*Programmer Analyst V*	*$138.07*
RCG064	*System Administrator I*	*$68.61*
RCG065	*System Administrator II*	*$78.49*
RCG066	*System Administrator III*	*$91.60*
RCG067	*System Administrator IV*	*$107.80*
RCG068	*System Administrator V*	*$127.31*
RCG069	*System Engineer I*	*$69.90*
RCG070	*System Engineer II*	*$82.69*
RCG071	*System Engineer III*	*$96.52*
RCG072	*System Engineer IV*	*$113.40*
RCG073	*System Engineer V*	*$133.27*
RCG074	*Web Designer/Developer I*	*$64.80*
RCG075	*Web Designer/Developer II*	*$77.04*
RCG076	*Web Designer/Developer III*	*$90.51*
RCG077	*Web Designer/Developer IV*	*$102.94*
RCG078	*Web Designer/Developer V*	*$116.12*
RCG079	*Web Programmer I ***	*$65.23*
RCG080	*Web Programmer II ***	*$80.74*
RCG081	*Web Programmer III ***	*$99.54*
RCG082	*Web Programmer IV*	*$114.06*
RCG083	*Web Programmer V*	*$134.60*
RCG084	*Data Technician I ***	*$44.54*
RCG085	*Data Technician II ***	*$52.98*
RCG086	*Data Technician III*	*$61.99*
RCG087	*Data Technician IV*	*$73.19*
RCG088	*Data Technician V*	*$87.22*
RCG089	*GIS Specialist I*	*$57.53*
RCG090	*GIS Specialist II*	*$68.41*
RCG091	*GIS Specialist III*	*$81.99*
RCG092	*GIS Specialist IV*	*$98.57*
RCG093	*GIS Specialist V*	*$115.16*
RCG110	*Business Analyst I*	*$62.05*
RCG011	*Business Analyst II*	*$80.01*
RCG112	*Business Analyst III*	*$95.88*
RCG113	*Business Analyst IV*	*$123.92*
RCG114	*Business Analyst V*	*$148.85*

RCG155	Program Manager I	$110.36
RCG156	Program Manager II	$125.74
RCG157	Program Manager III	$146.13
RCG158	Program Manager IV	$163.91
RCG159	Program Manager V	$185.01
RCG160	Project Manager I	$93.81
RCG161	Project Manager II	$110.27
RCG162	Project Manager III	$127.79
RCG163	Project Manager IV	$149.73
RCG164	Project Manager V	$191.31
RCG165	Task Leader	$126.61
RCG166	Quality Assurance Specialist I	$64.00
RCG167	Quality Assurance Specialist II	$76.87
RCG168	Quality Assurance Specialist III	$95.45
RCG169	Quality Assurance Specialist IV	$110.72
RCG170	Quality Assurance Specialist V	$131.30
RCG186	Technical Writer I **	$50.70
RCG187	Technical Writer II **	$62.61
RCG188	Technical Writer III **	$72.43
RCG189	Technical Writer IV	$87.21
RCG190	Technical Writer V	$101.58
RCG191	Engineer I	$70.54
RCG192	Engineer II	$86.75
RCG193	Engineer III	$104.16
RCG194	Engineer IV	$126.20
RCG195	Engineer V	$150.32
RCG196	Chief Engineer	$178.49
RCG197	Environmental Engineer I	$59.99
RCG198	Environmental Engineer II	$71.03
RCG199	Environmental Engineer III	$86.05
RCG200	Environmental Engineer IV	$98.31
RCG201	Environmental Engineer V	$114.50
RCG207	Software Engineer I	$70.77
RCG208	Software Engineer II	$89.20
RCG209	Software Engineer III	$106.60
RCG210	Software Engineer IV	$126.59
RCG211	Software Engineer V	$149.52
RCG212	Technical Specialist I	$63.60
RCG213	Technical Specialist II	$77.88
RCG214	Technical Specialist III	$93.26
RCG215	Technical Specialist IV	$114.35
RCG216	Technical Specialist V	$140.42
RCG217	Junior IT Technician **	$51.73
RCG218	IT Technician	$56.84
RCG219	Senior IT Technician	$63.22
RCG220	Analyst I **	$57.48
RCG221	Analyst II **	$72.43
RCG222	Analyst III **	$83.62
RCG223	Analyst IV	$98.65
RCG224	Analyst V	$118.22
RCG225	Environmental Scientist I	$61.42

RCG226	*Environmental Scientist II*	*$71.78*
RCG227	*Environmental Scientist III*	*$83.24*
RCG228	*Environmental Scientist IV*	*$96.31*
RCG229	*Environmental Scientist V*	*$116.62*
RCG230	*Technician I ***	*$47.25*
RCG231	*Technician II ***	*$54.92*
RCG232	*Technician III ***	*$64.35*
RCG233	*Technician IV ***	*$75.69*
RCG234	*Technician V ***	*$88.52*
RCG237	*Senior Consultant*	*$176.13*

CONTRACTOR SITE LABOR CATEGORIES and RATES		
Pos #	***Labor Category***	***Contract Year 1 GSA Price with IFF***
RCG001	*Configuration Management Specialist I*	*$66.82*
RCG002	*Configuration Management Specialist II*	*$80.19*
RCG003	*Configuration Management Specialist III*	*$95.62*
RCG004	*Configuration Management Specialist IV*	*$119.53*
RCG005	*Configuration Management Specialist V*	*$142.46*
RCG006	*Database Administrator I*	*$75.98*
RCG007	*Database Administrator II*	*$90.97*
RCG008	*Database Administrator III*	*$107.82*
RCG009	*Database Administrator IV*	*$121.73*
RCG010	*Database Administrator V*	*$139.59*
RCG011	*Database Specialist I*	*$74.45*
RCG012	*Database Specialist II*	*$92.62*
RCG013	*Database Specialist III*	*$108.39*
RCG014	*Database Specialist IV*	*$123.61*
RCG015	*Database Specialist V*	*$148.10*
RCG016	*Enterprise System Architect I*	*$98.37*
RCG017	*Enterprise System Architect II*	*$114.05*
RCG018	*Enterprise System Architect III*	*$135.45*
RCG019	*Enterprise System Architect IV*	*$161.20*
RCG020	*Enterprise System Architect V*	*$185.50*
RCG021	*Chief Enterprise System Architect*	*$229.61*
RCG022	*Junior Subject Matter Expert*	*$141.66*
RCG023	*Subject Matter Expert*	*$162.77*
RCG024	*Senior Subject Matter Expert*	*$200.25*
RCG025	*Junior Subject Matter Specialist*	*$107.51*
RCG026	*Subject Matter Specialist*	*$119.33*
RCG027	*Senior Subject Matter Specialist*	*$137.28*
RCG028	*Senior Global Telecommunications Consultant*	*$228.98*
RCG029	*Global Telecommunications Consultant*	*$202.95*
RCG030	*Junior Global Telecommunications Consultant*	*$179.18*
RCG031	*Disaster Recovery Specialist*	*$81.39*
RCG032	*Systems Analyst*	*$98.89*
RCG033	*Senior Security Specialist*	*$144.31*
RCG034	*Security Specialist*	*$125.00*
RCG035	*Junior Security Specialist*	*$106.51*
RCG041	*IT Security Specialist I*	*$89.64*

RCG042	IT Security Specialist II	$105.58
RCG043	IT Security Specialist III	$123.67
RCG044	IT Security Specialist IV	$144.33
RCG045	IT Security Specialist V	$188.89
RCG046	IT/Computer Specialist I	$71.42
RCG047	IT/Computer Specialist II	$85.10
RCG048	IT/Computer Specialist III	$105.17
RCG049	IT/Computer Specialist IV	$129.00
RCG050	IT/Computer Specialist V	$150.55
RCG051	Junior IT Specialist	$66.08
RCG052	IT Specialist	$85.88
RCG053	Senior IT Specialist	$99.11
RCG054	Network Engineer I	$76.12
RCG055	Network Engineer II	$88.67
RCG056	Network Engineer III	$105.63
RCG057	Network Engineer IV	$128.81
RCG058	Network Engineer V	$156.15
RCG059	Programmer Analyst I **	$74.08
RCG060	Programmer Analyst II **	$90.75
RCG061	Programmer Analyst III **	$109.21
RCG062	Programmer Analyst IV	$127.51
RCG063	Programmer Analyst V	$147.73
RCG064	System Administrator I	$73.41
RCG065	System Administrator II	$83.98
RCG066	System Administrator III	$98.01
RCG067	System Administrator IV	$115.35
RCG068	System Administrator V	$136.22
RCG069	System Engineer I	$74.79
RCG070	System Engineer II	$88.48
RCG071	System Engineer III	$103.28
RCG072	System Engineer IV	$121.34
RCG073	System Engineer V	$142.60
RCG074	Web Designer/Developer I	$69.34
RCG075	Web Designer/Developer II	$82.43
RCG076	Web Designer/Developer III	$96.85
RCG077	Web Designer/Developer IV	$110.15
RCG078	Web Designer/Developer V	$124.25
RCG079	Web Programmer I **	$69.80
RCG080	Web Programmer II **	$86.39
RCG081	Web Programmer III **	$106.51
RCG082	Web Programmer IV	$122.04
RCG083	Web Programmer V	$144.02
RCG084	Data Technician I **	$47.66
RCG085	Data Technician II **	$56.69
RCG086	Data Technician III	$66.33
RCG087	Data Technician IV	$78.31
RCG088	Data Technician V	$93.33
RCG089	GIS Specialist I	$61.56
RCG090	GIS Specialist II	$73.20
RCG091	GIS Specialist III	$87.73
RCG092	GIS Specialist IV	$105.47

RCG093	GIS Specialist V	$123.22
RCG110	Business Analyst I	$66.39
RCG011	Business Analyst II	$85.61
RCG112	Business Analyst III	$102.59
RCG113	Business Analyst IV	$132.59
RCG114	Business Analyst V	$159.27
RCG155	Program Manager I	$118.09
RCG156	Program Manager II	$134.54
RCG157	Program Manager III	$156.36
RCG158	Program Manager IV	$175.38
RCG159	Program Manager V	$197.96
RCG160	Project Manager I	$100.38
RCG161	Project Manager II	$117.99
RCG162	Project Manager III	$136.74
RCG163	Project Manager IV	$160.21
RCG164	Project Manager V	$204.70
RCG165	Task Leader	$135.47
RCG166	Quality Assurance Specialist I	$68.48
RCG167	Quality Assurance Specialist II	$82.25
RCG168	Quality Assurance Specialist III	$102.13
RCG169	Quality Assurance Specialist IV	$118.47
RCG170	Quality Assurance Specialist V	$140.49
RCG186	Technical Writer I **	$54.25
RCG187	Technical Writer II **	$66.99
RCG188	Technical Writer III **	$77.50
RCG189	Technical Writer IV	$93.31
RCG190	Technical Writer V	$108.69
RCG191	Engineer I	$75.48
RCG192	Engineer II	$92.82
RCG193	Engineer III	$111.45
RCG194	Engineer IV	$135.03
RCG195	Engineer V	$160.84
RCG196	Chief Engineer	$190.98
RCG197	Environmental Engineer I	$64.19
RCG198	Environmental Engineer II	$76.00
RCG199	Environmental Engineer III	$92.07
RCG200	Environmental Engineer IV	$105.19
RCG201	Environmental Engineer V	$122.52
RCG207	Software Engineer I	$75.72
RCG208	Software Engineer II	$95.44
RCG209	Software Engineer III	$114.06
RCG210	Software Engineer IV	$135.45
RCG211	Software Engineer V	$159.99
RCG212	Technical Specialist I	$68.05
RCG213	Technical Specialist II	$83.33
RCG214	Technical Specialist III	$99.79
RCG215	Technical Specialist IV	$122.35
RCG216	Technical Specialist V	$150.25
RCG217	Junior IT Technician **	$55.35
RCG218	IT Technician	$60.82
RCG219	Senior IT Technician	$67.65

RCG220	Analyst I **		$61.50
RCG221	Analyst II **		$77.50
RCG222	Analyst III **		$89.47
RCG223	Analyst IV		$105.56
RCG224	Analyst V		$126.50
RCG225	Environmental Scientist I		$65.72
RCG226	Environmental Scientist II		$76.80
RCG227	Environmental Scientist III		$89.07
RCG228	Environmental Scientist IV		$103.05
RCG229	Environmental Scientist V		$124.78
RCG230	Technician I **		$50.56
RCG231	Technician II **		$58.76
RCG232	Technician III **		$68.85
RCG233	Technician IV **		$80.99
RCG234	Technician V **		$94.72
RCG237	Senior Consultant		$188.46

Rates will be escalated at 2.0% annually.

** 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 SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e. nationwide).

OCONUS Labor: RCG's rates are for CONUS efforts only. For OCONUS efforts RCG will increase the labor rates by the applicable U.S. State Department published differentials. Other related international expenses required to support employees outside of the continental United States may be charged as ODCs (including but not limited to, special space costs, taxes, Defense Base Act (DBA) Workers' Compensation insurance, travel accident insurance, and possible telecommunications costs) in our task order proposals.

SCA MATRIX			
Position #	**SCA Eligible Contract Labor Category**	**SCA Equivalent Code Title**	**WD #**
RCG084	Data Technician I **	14041 COMPUTER OPERATOR I	2005-2103
RCG085	Data Technician II **	14044 COMPUTER OPERATOR IV	2005-2103
RCG079	Web Programmer I **	14072 COMPUTER PROGRAMMER II	2005-2103
RCG059	Programmer Analyst I **	14072 COMPUTER PROGRAMMER II	2005-2103
RCG080	Web Programmer II **	14073 COMPUTER PROGRAMMER III	2005-2103
RCG060	Programmer Analyst II **	14073 COMPUTER PROGRAMMER III	2005-2103
RCG081	Web Programmer III **	14074 COMPUTER PROGRAMMER IV	2005-2103
RCG061	Programmer Analyst III **	14074 COMPUTER PROGRAMMER IV	2005-2103
RCG220	Analyst I **	14101 COMPUTER SYSTEMS ANALYST I	2005-2103
RCG221	Analyst II **	14102 COMPUTER SYSTEMS ANALYST II	2005-2103
RCG222	Analyst III **	14103 COMPUTER SYSTEMS ANALYST III	2005-2103
RCG217	Junior IT Technician **	14160 PERSONAL COMPUTER SUPPORT TECHNICIAN	2005-2103

RCG230	Technician I **	30081 ENGINEERING TECHNICIAN I	2005-2103
RCG231	Technician II **	30082 ENGINEERING TECHNICIAN II	2005-2103
RCG232	Technician III **	30083 ENGINEERING TECHNICIAN III	2005-2103
RCG233	Technician IV **	30084 ENGINEERING TECHNICIAN IV	2005-2103
RCG234	Technician V **	30085 ENGINEERING TECHNICIAN V	2005-2103
RCG186	Technical Writer **	30461 TECHNICAL WRITER I	2005-2103
RCG187	Technical Writer **	30462 TECHNICAL WRITER II	2005-2103
RCG188	Technical Writer **	30463 TECHNICAL WRITER III	2005-2103