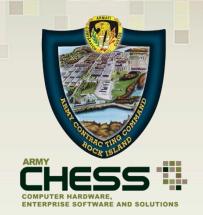E X E T E R

U.S. Army Computer Hardware, Enterprise Software and Solutions (CHESS)

Information Technology Enterprise Solutions-3 Services (ITES-3S) Ordering Guide

Contract No. W52P1J-18-D-A064

E X E T E R

Exeter Information Technology Services, LLC
9841 Washingtonian Blvd., Suite 400C
Gaithersburg, Maryland 20878
301-545-0977
www.exetergov.com
Business Size: Veteran-Owned Small Business

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1.0 ABOUT EXETER

Exeter Information Technology Services (Exeter) is a veteran-owned small business headquartered in Gaithersburg, Maryland, with extensive enterprise information technology technical experience and established Army Command, Control, Communications, Computers, Intelligence, Surveillance, and Reconnaissance (C4ISR) and Program Executive Office (PEO) Enterprise Information System (EIS) relationships and processes.

Founded in 2002, Exeter provides end-to-end solutions and services for a variety of clients, including the U.S. Army, U.S. Air Force, the Defense Information Systems Agency (DISA), Unites States Southern Command (USSOUTHCOM), National Institute of Standards and Technology (NIST), and the Department of Veterans Affairs (VA). Exeter has been independently appraised at Systems Engineering Institute (SEI) Capability Maturity Model Integrated Development (CMMI-DEV) Maturity Level 3, as well as CMMI for Services (CMMI-SVC) Maturity Level 3 in 2021. This assessment was performed using the new and more exacting CMMI 2.0 model. In December 2016, we achieved an ISO 9001:2015 (Quality) certification. We hold a Top Secret facility clearance and currently support multiple classified contracts up to the Top Secret Sensitive Compartmented Information (TS/SCI) level, supporting a wide range of Government customers. Exeter has been a CHESS prime contract holder since 2011 under the Information Technology Services - Small Business (ITS-SB) contract vehicle that preceded ITES-3S.

Exeter is also a Veteran-Owned Small Business (VOSB) that takes every opportunity to hire veterans of all services who understand the warfighting mission, as well as the importance of the many combat support functions. Thirty percent of Exeter's staff are veterans, including the President and the Chief Executive Officer (CEO). We offer experience in a broad range of services to the Department of Defense (DoD) and Federal civilian agencies, with a current presence in 21 states and internationally in 3 foreign countries. Indicative of the high-quality services we have provided, **in April 2017 Exeter received an Overall Performance Rating score of 96 out of 100 via Dun & Bradstreet, Inc. Open Ratings independent audit of customer references.**

2.0 CONTRACT DESCRIPTION AND OVERVIEW

The ITES-3S contracts encompass a full range of innovative, world-class information technology support services and solutions at a reasonable price. Firm Fixed Price (FFP), Time and Materials (T&M), and Cost Reimbursement (CR) Task Orders (TOs) are authorized under this contract. Contract Line Item Numbers (CLINs) cover the following services.

- IT Solution Services
- IT Subject-Matter Expert (SME)
- IT Functional Area Expert (FAE)

- Incidental Construction

- Other Direct Costs

- IT Solution Equipment

- Travel and Per Diem

- IT Solution Software

- IT Solution – Other Direct Costs (ODCs)

The types of services and solutions offered by ITES-3S fall under the following Task Areas:

- Cybersecurity Services

- Information Technology Services

- Enterprise Design, Integration and Consolidation Services

- Network/Systems Operation and Maintenance Services

- Telecommunications/Systems Operation and Maintenance Services

- Business Process Reengineering Services

- IT Supply Chain Management Services

- IT Education & Training Services

Copies of the ITES-3S contracts can be found on the CHESS IT e-mart. The IT e-mart Web site is https://chess.army.mil. Services will be acquired by issuing individual TOs.

3.0   CONTACT INFORMATION AND PROGRAM MANAGEMENT TEAM

To ensure the widest distribution, use the group email address ites-3s@exetergov.com to reach the entire Exeter ITES-3S Program Management Office (PMO).

Exeter's Contractual Point of Contact is:
Ms. Myra Ingram, Senior Contracts Administrator
9841 Washingtonian Blvd., Suite 400
Gaithersburg, MD 20878
mingram@exetergov.com
301-545-0977, Ext. 226

Exeter's Technical Point of Contract is:
Mr. Martin Andrews, Program Manager
9841 Washingtonian Blvd., Suite 400
Gaithersburg, MD 20878
mandrews@exetergov.com
301-545-0977, Ext. 266

Contract Terms	Exeter ITES-3S Prime Contract
Contract Maximum	$12,100,000,000.00
	The Contract maximum represents the total requirement for the life of the contract (including options, if exercised).
Period of Performance	25 September 2018 to 24 September 2027
	Base Period: 25 September 2018 to 24 September 2023
	Option Periods (4) 25 September 2023 to 24 September 2027
Pricing Structure	FFP
	T&M
	CR
Performance-Based Contracting	ITES-3S preferred method for acquiring services.
Fair Opportunity to be Considered	Subject to FAR 16.505
Ordering Guidance and Process	See ordering guidance on the CHESS IT e mart Web Site: https://chess.army.mil

4.0   LINK TO CHESS IT E-MART

Information regarding ITES-3S, including ordering guidelines, procedures for placing orders, and to solicit an Exeter proposal can be found at: https://chess.army.mil.

The direct link for Exeter's ITES-3S contract on the CHESS e-mart is: https://chess.army.mil/Contract/ELA/1502060

ITES-3S Requests for Proposals (RFPs) must be created by a Contracting Officer or a Contracts Specialist using the CHESS IT e-mart.

5.0   SUBCONTRACTORS

Exeter has a 18+ year history of successfully managing multiple small and large businesses as subcontractors across the full socio-economic spectrum. We select team members that collectively augment and expand Exeter's organic capabilities. We currently have over 30 subcontractor companies on our active contracts, including 6 of *Federal Computer Week's* 2015 top 10 Federal Government contractor companies.

Exeter's leadership has established long-standing professional relationships with our team member companies built on trust and personal commitment. The ITES-3S vehicle allows extensive flexibility for subcontracting, enabling primes to select and propose subcontractors as desired for each task order. As Exeter has done on our current and previous CHESS task orders, we will rapidly add subcontractors as required by specific

ITES-3S task order customer requirements.

6.0   SECURE REQUIRED PERSONNEL

During the Request for Proposal (RFP) phase of ITES-3S task orders, Exeter will determine how we will execute the project and secure fully qualified staff to perform the requirements, with an integrated project management team. Staffing determinations will be made based on the necessary technical expertise, geographic location of the work, and prior staffing and technical experience. Exeter will use teaming partners to enhance our capabilities, depending on the individual requirements of ITES-3S task order RFPs. All team members will have access to RFPs and participate in proposal preparation.

Post task order award, Exeter will specifically task a subcontractor and monitor their execution. Subcontractors will be required to report progress and hours worked consistent with Exeter staff to ensure we have a full picture of the project's status. While each subcontractor is contractually obligated to perform in accordance with the Subcontractor Performance Work Statement (PWS) requirements, Exeter will always be ultimately responsible for successful execution and management of the work performed under a task order.

7.0   SECURITY CLEARANCES

Exeter holds a TOP SECRET facility clearance issued by the Defense Counterintelligence and Security Agency and is currently supporting multiple classified contracts. Our Facility Security Officer and Program Managers are fully conversant with contract-level security processing for all clearance levels, including TS/SCI and special access programs.

8.0   LABOR CATEGORIES AND DESCRIPTIONS

The ITES-3S Labor Categories and Descriptions are provided as **Attachment 1** of this document. Allowable substitutions for education and/or years of experience are provided as **Attachment 2** of this document.

9.0   LABOR RATE SCHEDULES

Exeter's ITES-3S Time and Material ceiling rates, which may be discounted at the task order level based on requirements and geographic location, are provided as **Attachment 3** of this document. Note that Attachments 1 and 2 reflect the 26 labor categories added by CHESS to the ITES-3S contract due to Technology Refresh effective December 2021.

The base period covers contract years 1 through 5 and the option period includes contract years 6 through 9.

ATTACHMENT 1

ITES-3S LABOR CATEGORIES AND DESCRIPTIONS

The Government's minimum requirements for each labor category are identified in the paragraphs below. The contractor may augment their labor categories and job descriptions on a task order basis; however, use of any labor categories not incorporated into the basic contract are subject to Government approval prior to use. The contractor may propose to the Government, at their discretion, additional labor categories and job descriptions within the scope of ITES-3S. Contractors may also propose deviations from the education and experience requirements for particular labor categories when responding to task order solicitations. These deviations shall be clearly identified in the task order proposal.

ITES-3S labor categories have been harmonized with the Office of Management and Budget's (OMB) Standard Occupational Classification (SOC) for which the Bureau of Labor Statistics (BLS) maintains compensation data. Labor categories are further defined as Associate, Intermediate, and Senior based on years of experience, education, and duties/responsibilities as follows:

- **SENIOR**: A Senior employee has over 10 years of experience and an MA/MS degree. A Senior employee typically works on high-visibility or mission critical aspects of a given program and performs all functional duties independently. A Senior employee may oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.

- **INTERMEDIATE**: An Intermediate employee has more than 5 years of experience and a BA/BS or MA/MS degree. An Intermediate employee typically performs all functional duties independently.

- **ASSOCIATE**: An Associate employee has less than 5 years of experience and a BA/BS degree (or in certain technical roles, a BS). An Associate employee is responsible for assisting more senior positions and/or performing functional duties under the oversight of more senior positions.

Substitutions for education and/or years of experience for each labor category are included in Attachment 2.

SUBJECT MATTER EXPERT (SME)/FUNCTIONAL AREA EXPERT (FAE): An SME/FAE is an individual whose qualifications and/or particular expertise are exceptional and/or highly unique. SMEs/FAEs do not have specific experience/education qualifications, but are typically identified as recognized industry leaders for a given area of expertise. SMEs/FAEs typically perform the following kinds of functions: Initiates, supervises, and/or develops requirements from a project's inception to conclusion for complex to extremely complex programs; Provides strategic advice, technical guidance, and expertise to program and project staff; Provides detailed analysis, evaluation and recommendations for improvements, optimization development, and/or maintenance efforts for client-specific or mission critical challenges/issues; Consults with client to define need or problem supervises studies and leads surveys to collect and analyze data to provide advice and recommend solutions.

1. Program Management

SOC No. 11-3021, Computer and Information Systems

SOC No, 11-1021, General and Operations SOC No. 11-3011, Administrative Services

 SOC No. 11-3131, Training and Development

1.1 Program Manager – Senior (Project Management Institute (PMI) certification required)

Description: Under indirect supervision, oversees the operational planning, establishment, execution, and evaluation of a multifaceted program/project typically consisting of a set of closely related subprograms or associated activities. Oversees fiscal, operational, administrative, and human resources management of the program; seeks and develops outside funding sources, serves as principal point of representation and liaison with external constituencies on operational matters, and provides day-to-day technical/professional guidance and leadership as appropriate to the area of expertise.

1.2 Program Manager – Intermediate (PMI certification desired)

Description: Under general direction, oversees the operational planning, establishment, execution, and evaluation of a multifaceted program/project typically consisting of a set of closely related subprograms or associated activities. Oversees fiscal, operational, administrative, and human resources management of the program; seeks and develops outside funding sources, serves as principal point of representation and liaison with external constituencies on operational matters, and provides day-to-day technical/professional guidance and leadership as appropriate to the area of expertise.

1.3 Program Manager – Associate

Description: Under immediate supervision, oversees the operational planning, establishment, execution, and evaluation of a multifaceted program/project typically consisting of a set of closely related subprograms or associated activities. Oversees fiscal, operational, administrative, and human resources management of the program; seeks and develops outside funding sources, serves as principal point of representation and liaison with external constituencies on operational matters, and provides day-to-day technical/professional guidance and leadership as appropriate to the area of expertise.

2. Project Management

SOC No. 11-3021, Computer and Information Systems Manager

SOC No, 11-1021, General and Operations Manager

SOC No. 11-3011, Administrative Services, Facilities Manager, SOC No. 11-3131, Training and Development Manager

SOC No. 17-2071, Electrical Engineer

SOC No. 17-2072, Electronics Engineer

SOC No. 17-2061, Computer Hardware Engineer

SOC No. 17-2199, Engineer, all others

SOC No. 15-1142, Computer Systems, Wide Area Network, Network, Network Security

Administrator

SOC No. 15-1141, Database, Database Security Administrator

SOC No. 13-1071, Staffing Support

2.1 Project Manager – Senior (PMI certification required)

Description: Responsible for all aspects of the development and implementation of assigned projects and provides a single point of contact for those projects. Takes projects from original concept through final implementation. Interfaces with all areas affected by the project including end users, computer services, and client services. Defines project scope and objectives. Develops detailed work plans, schedules, project estimates, resource plans, and status reports. Conducts project meetings and is responsible for project tracking and analysis. Ensures adherence to quality standards and reviews project deliverables. Manages the integration of vendor tasks and tracks and reviews vendor deliverables. Provides technical and analytical guidance to project team. Recommends and takes action to direct the analysis and solutions of problems.

2.2 Project Manager – Intermediate (PMI certification desired)

Description: Under general direction, responsible for all aspects of the development and implementation of assigned projects and provides a single point of contact for those projects. Takes projects from original concept through final implementation. Interfaces with all areas affected by the project including end users, computer services, and client services. Defines project scope and objectives. Develops detailed work plans, schedules, project estimates, resource plans, and status reports. Conducts project meetings and is responsible for project tracking and analysis. Ensures adherence to quality standards and reviews project deliverables. Manages the integration of vendor tasks and tracks and reviews vendor deliverables. Provides technical and analytical guidance to project team. Recommends and takes action to direct the analysis and solutions of problems.

2.3 Project Manager - Associate

Description: Under direct supervision, responsible for assigned aspects of the development and implementation of assigned projects and provides a single point of contact for those aspects. Interfaces with all areas affected by the project including end users, computer services, and client services. Ensures adherence to quality standards and reviews project deliverables. Manages the integration of vendor tasks and tracks and reviews vendor deliverables. Recommends action to direct the analysis and solutions of problems.

2.4   Enterprise Architect

Experience/Education: Minimum of 10 years of experience and MA/MS degree

Description: Under general direction, has duties of instructing, directing, and checking the work of other project engineers. Responsible for developing strategies for technical IT infrastructures and the completion of assigned engineering projects within budgetary and scheduling guidelines. Leads a group of engineers, analysts, and/or technicians assigned for the duration of a project or may function as ongoing lead within a group of engineers associated with one or more technical areas within the telecom function (such as, but not limited to, network design, engineering, implementation, or operations/user support). Does not have formal supervisory responsibilities, although may provide input for (project) team member performance appraisals.

2.5   Business Analyst – Functional

Experience/Education: Minimum of 5 years of experience and BA/BS degree

Description: Under general supervision, has duties of instructing, directing, and checking the work of other project engineers. Responsible for the completion of assigned engineering projects within budgetary and scheduling guidelines. Leads a group of engineers, analysts, and/or technicians assigned for the duration of a project or may function as ongoing lead within a group of engineers associated with one or more technical areas within the telecom function (such as, but not limited to, network design, engineering, implementation, or operations/user support). Does not have formal supervisory responsibilities, although may provide input for (project) team member performance appraisals.

2.6   Business Analyst – Technical

Experience/Education: Minimum less than 5 years of experience and BA/BS degree

Description: Under direct supervision, has duties of instructing, directing, and checking the work of other project engineers. Reviews design documents and ensures technical specifications and designs are correct. Responsible for the completion of assigned engineering projects within budgetary and scheduling guidelines. Leads a group of engineers, analysts, and/or technicians assigned for the duration of a project or may function as ongoing lead within a group of engineers associated with one or more technical areas within the telecom function (such as, but not limited to, network design, engineering, implementation, or operations/user support). Does not have formal supervisory responsibilities, although may provide input for (project) team member performance appraisals.

2.7   Project Administrator

Experience/Education: Minimum of 5 years of experience and BA/BS degree

Description: Under general direction, interpret and compose complex correspondences and presentations to include charts and diagrams directly supporting the DoD Enterprise infrastructure and infostructure IT goals and projects. Accountable for financial budgeting and tracking project KPI's and goals. Apply effective networking

skills to carry out job responsibilities. Gather pertinent information from a variety of sources to perform duties. Resolve administrative issues/problems that arise and recommend process improvements. Ensure timely completion of multiple, simultaneous, independent events and projects of moderate complexity. Coordinate multiple work projects and other responsibilities (i.e. Training/status reporting, etc.). Some duties may be considered special assignments particular to either the department or manager. Prepare reports and correspondence from information gathered to support the entire effort. Interprets and applies standard policies and procedures to respond to complex inquiries, to resolve issues.

2.8 Project Administrator - Associate

Description: Under immediate supervision, interpret and compose complex correspondences and presentations to include charts and diagrams directly supporting the DoD Enterprise infrastructure and infostructure IT goals and projects. Apply effective networking skills to carry out job responsibilities. Gather pertinent information from a variety of sources to perform duties. Resolve administrative issues/problems that arise and recommend process improvements.

Ensure timely completion of multiple, simultaneous, independent events and projects of moderate complexity. Coordinate multiple work projects and other responsibilities (i.e. Training/status reporting, etc.). Some duties may be considered special assignments particular to either the department or manager. Prepare reports and correspondence from information gathered to support the entire effort. Interprets and applies standard policies and procedures to respond to complex inquiries, to resolve issues.

2.9 Facility Staff Support – Senior

Description: Under indirect supervision, assists in developing & monitoring assigned department budget and risk management efforts directly supporting DoD Enterprise infrastructure and infostructure IT goals and projects. Can include tasks associated with receiving, distributing, or shipping of materials. Must possess strategic planning skills and have a thorough understanding of internal & external compliance policies. Accurately completes paperwork or system transactions applicable to function, such as documentation of material movement (i.e., Receipt, Shop Order, and Packing Lists). Ability to organize, plan & schedule work with minimal supervision.

2.10 Facility Staff Support – Intermediate

Description: Under general direction, assists in developing & monitoring assigned department budget and risk management efforts directly supporting DoD Enterprise infrastructure and infostructure IT goals and projects. Can include tasks associated with receiving, distributing, or shipping of materials. Must possess strategic planning skills and have a thorough understanding of internal & external compliance policies. Accurately completes paperwork or system transactions applicable to function, such as documentation of material movement (i.e., Receipt, Shop Order, and Packing Lists). Ability to organize, plan & schedule work with minimal supervision.

2.11 Facility Staff Support – Associate

Description: Under immediate supervision, assists in developing & monitoring assigned department budget and risk management efforts directly supporting DoD Enterprise infrastructure and infostructure IT goals and projects. Can include tasks associated with receiving, distributing, or shipping of materials. Must possess strategic planning skills and have a thorough understanding of internal & external compliance policies. Accurately completes paperwork or system transactions applicable to function, such as documentation of material movement (i.e., Receipt, Shop Order, and Packing Lists). Ability to organize, plan & schedule work with minimal supervision.

3. Quality Assurance

SOC No. 17-2199, Engineer, all others

SOC No. 13-1111, Program, Management Analyst

SOC No. 15-2041, Statistical Analyst

SOC No. 15-1121, Information Systems Analyst

SOC No. 15-2031, Process, Operations Research Analyst

3.1 Quality Assurance Manager – Senior (Lean Six Sigma Black Belt Certification Required)

Description: Under general direction, carries out procedures to ensure that all information systems products and services meet organization standards and end-user requirements. Performs and leads tests of software to ensure proper operation and freedom from defects. May create test data for applications. Documents and works to resolve all complex problems. Reports progress on problem resolution to management. Devises improvements to current procedures and develops models of possible future configurations. Acts as information resource about assigned areas to technical writers and other Quality Assurance Analysts. Performs complex workflow analysis and recommends quality improvements.

3.2 Quality Assurance Analyst – Intermediate (Lean Six Sigma Green Belt Certification Required)

Description: Under general supervision, carries out procedures to ensure that all information systems products and services meet minimum organization standards and end-user requirements. Thoroughly tests software to ensure proper operation and freedom from defects. Documents and works to resolve all problems. Reports progress on problem resolution to management. Devises improvements to current procedures and develops models of possible future configurations. Performs workflow analysis and recommends quality improvements.

3.3 Quality Assurance Analyst – Associate

Description: Under direct supervision, carries out procedures to ensure that all information systems products and services meet organization standards and end-user requirements. Assists in the testing of software to ensure proper operation and freedom from defects. Documents and works to resolve basic problems. Reports progress on problem resolution to management. This position is staffed by beginners who have had

sufficient educational background and/or experience to qualify them to start in quality assurance analysis.

3.4 Telecommunications Specialist – Senior

Description: Provides installation and operational support of voice and data communications   hardware and software systems. Designs, develops, implements, tests, debugs, and maintains communications systems. Performs configuration of operating system and security patches for   host and distributed systems, and implements incident response procedures during incidents of a   network or host security breach. May provide leadership and direction to a team of specialists for these functions. Reviews customer requirements and makes recommendations for changes to existing technical architecture. Complies with prescribed customer, industry and agency standards.

3.5 Telecommunications Specialist – Intermediate

Description: Provides installation and operational support of voice and data communications   hardware and software systems. Designs, develops, implements, tests, debugs, and maintains communications systems. Performs configuration of operating system and security patches for   host and distributed systems, and implements incident response procedures during incidents of a   network or host security breach. Complies with prescribed customer, industry and agency standards.

3.6 Telecommunications Specialist – Associate

Description: Assists in providing installation and operational support of voice and data   communications hardware and software systems. Participates in design, development,   implementation, test, debugging, and maintaining communications systems. Complies with   prescribed customer, industry and agency standards.

4. IT Systems Architecture

SOC No. 15-1121, Systems Architect

SOC No. 15-1143, Computer Network Architect

SOC No. 15-1133, Computer System Software Architect, Software Systems Developer, Embedded Systems Software Developer, Software Systems Engineer

SOC No. 15-1132, Software Applications Architect, Software Applications Developer, Software

Applications Engineer

SOC No. 15-1130, Software Developers and Programmers

SOC No. 15-1131, System Programmers

SOC No. 17-2199, Engineer, all others

4.1 Chief Enterprise Architect

Experience/Education: Minimum of 10 years of experience and MA/MS degree

Description: Leads and directs large teams with diverse functional and technical disciplines to include enterprise architects, systems engineers, business analysts, and network engineers. Works directly with senior executives of the enterprise to consult, coach, and advise on strategy, business alignment, enterprise architecture, information technology solutions, and the associated impact on the organization and its stakeholders. Coordinates resolution of highly complex problems and tasks, selling new ideas and concepts in support of operational goals and objectives. Provides technical and analytical guidance to enterprise architecture team. Integrates and translates complex concepts into tactical action plans. Directs high-level enterprise architecture analysis, evaluation, design, integration, documentation, and development. Has a deep understanding of DoD business transformation and processes, DoD organizational structure, experience in developing briefings and responses to GAO, OMB, and executives within the department, and coordinated and developed Business Enterprise Architecture (BEA) Compliance Guidance criteria and various BEA evolution strategies. Possesses extensive knowledge of the DoDAF, the DoD Net-Centric and Data Strategies, the DoD Information Assurance Guidance, and the DoD Federation Strategy, and has had hands-on experience with the BEA and Enterprise Transition Plan, Service Oriented Architecture, and the Business Mission Area Federation Strategy and Roadmap.

4.2 Lead Enterprise Architect

Experience/Education: Minimum of 10 years of experience and a MA/MS degree

Description: Responsible for all aspects of the development and maintenance of assigned enterprise architecture project and takes project from planning through final delivery. Interfaces with all areas affected by the project including end users, computer services, and client services. Defines project scope and objectives and develops detailed work plans, schedules, project estimates, resource plans, and status reports. Conducts project meetings and is responsible for project tracking and analysis. Leads a group of engineers, architects, and analysts and ensures adherence to quality standards and reviews enterprise architecture deliverables. Provides technical and analytical guidance to enterprise architecture team. Directs and participates in high-level enterprise architecture analysis, evaluation, design, integration, documentation, and development. Applies high-level business and technical principles and methods to very difficult technical problems to arrive at creative engineering solutions. Recommends and takes action to direct the analysis and solutions of problems. Has a deep understanding of DoD business transformation and processes, DoD organizational structure, and experience in developing briefings and responses to GAO, OMB, and executives within the department. Possesses extensive knowledge of and hands-on experience with the DoDAF, the Business Enterprise Architecture and Enterprise Transition Plan, Service Oriented Architecture, and the Business Mission Area Federation Strategy and Roadmap. Lead the development of the BEA and updates to the BEA Development Methodology and Architecture Planning Guide. Familiar with the Core Business Mission and Business Enterprise Priority architecture liaisons.

4.3 Senior IT Systems Solution Architect

Experience/Education: Minimum of 10 years of experience and MA/MS degree

Description: Participates in the design, creation, and maintenance of computerized databases. Responsible for the quality control and auditing of Telelogic System Architect (SA) databases to ensure accurate and appropriate use of data. Consults with and advises users on access, works directly with users to resolve data conflicts and inappropriate data usage, and directs the maintenance and use of the enterprise architecture encyclopedia. Consults with SA programming personnel to resolve system performance issues. Responsible for the installation, maintenance, configuration, and integrity of SA. Implements application enhancements that will improve the reliability and performance of the application. Works with network engineers to schedule installations and upgrades and maintains them in accordance with established IT policies and procedures. Responsible for file maintenance, control, and product support and facilitates change control, problem management, and communication among architects, engineers, and analysts. Establishes and enforces processes to ensure a consistent, well- managed, and well-integrated application infrastructure. Develops appropriate application and process documentation. Expertise with the BEA SA repository and its internal structure, Visual Basic, SA macros, Windows XT server, SQL server, and DoDAF modeling methodology. Has a deep understanding of Business Transformation Agency (BTA) and enterprise architecture's role in it, the BTA organizational structure, and experience in coordinating delivery and publishing of the Business Enterprise Architecture (BEA).

4.4 Client/Server Network Architect

Experience/Education: Minimum of 10 years of experience and a MA/MS degree

Description: Top-level technical expert responsible for design and development of a client/server environment. Develops strategy of client/server system and the design infrastructure necessary to support that strategy. Advises on selection of technological purchases with regards to processing, data storage, data access, and applications development. Sets standards for the client/server relational database structure for the organization (SQL, ORACLE, SYBASE, etc.). Advises of feasibility of potential future projects to management.

4.5 Software Architect

Experience/Education: Minimum of 10 years of experience and a MA/MS degree

Description: Works independently designing and developing new software products or major enhancements to existing software. May lead a large development team in design of highly complex software systems. Acts as highest-level technical expert, addressing problems of systems integration, compatibility, and multiple platforms. Responsible for project completion. Performs feasibility analysis on potential future projects to management.

4.6 Systems Engineer - Senior

Description: Under general direction, performs high-level systems analysis, evaluation, design, integration, documentation, and implementation of very complex application that

require a thorough knowledge of administrative and technical skills. Directs and participates in all phases of system development with emphasis on planning, analysis, evaluation, integration, testing and acceptance phases (IV&V and DT&E). Applies higher-level business or technical principles and methods to very difficult technical problems to arrive at automated engineering solution.

Designs and prepares technical reports and related documentation, and makes charts and graphs to record results. Prepare and deliver presentations and briefings as required by the Task Order. May be required to serve as Task Leader. Responsible for ensuring the quality and services delivered for particular task(s) for which this skill is performing the Task Leader position.

4.7 Systems Engineer - Intermediate

Description: Under general supervision, performs high-level systems analysis, evaluation, design, integration, documentation, and implementation of very complex application that require a thorough knowledge of administrative and technical skills. Directs and participates in all phases of system development with emphasis on planning, analysis, evaluation, integration, testing and acceptance phases (IV&V and DT&E). Applies higher-level business or technical principles and methods to very difficult technical problems to arrive at automated engineering solution.

4.8 Systems Engineer - Associate

Description: Under direct supervision assists in performing systems analysis, evaluation, design, integration, documentation, and implementation of applications that require comprehensive knowledge and technical skills.

4.9 Network Engineer – Senior

Description: Under general direction, installs, configures, and supports an organization's local area network (LAN), wide area network (WAN), Agency Internet Network (AIN), Intranet and Internet, and other data communications systems or a segment of a network system; maintains network hardware and software; monitors network to ensure network availability to all system users and perform necessary maintenance to support network availability; may supervise other network support and client server specialists and plan, coordinate, and implement network security measures; and will provide leadership/mentorship to junior & mid-level network engineers. Oversees network control center; provides support to projects that involve networks; performs a full range of complex network designs encompassing multiple technologies within a single network; evaluates new network technologies and makes recommendations to project managers regarding the integration of these technologies into the existing network; plans new configurations for integration into the network, using knowledge of the performance characteristics of the systems being added to the network and the specifications for network interfaces to insure effective integration and optimal network performance; ensures that adequate and appropriate planning is provided for hardware and communications facilities to develop and implement methodologies for analysis, installation and support of voice communications systems; and provides support in the

translation of business requirements into telecommunications (e.g., LAN, MAN, WAN, Voice, and Video) requirements, designs, and orders. The overarching INFOSEC and COMSEC security requirements for the Agency network add to the complexity of these positions.

4.10   Network Engineer – Intermediate

Description: Will complete tasks assigned by Senior Network Engineer. Under general supervision will install, configure, and support an organization's local area network (LAN), wide area network (WAN), Agency Internet Network (AIN), Intranet and Internet, and other data communications systems or a segment of a network system; maintain network hardware and software; monitors network to ensure network availability to all system users and perform necessary maintenance to support network availability; provides support to projects that involve networks; and provides support in the translation of business requirements into telecommunications (e.g., LAN, MAN, WAN, Voice, and Video) requirements, designs, and orders.

4.11   Network Engineer – Associate

Description: Will complete tasks assigned by Senior Network Engineer. Under direct supervision will install, configure, and support an organization's local area network (LAN), wide area network (WAN), Agency Internet Network (AIN), Intranet and Internet, and other data communications systems or a segment of a network system; maintain network hardware and software; monitors network to ensure network availability to all system users and perform necessary maintenance to support network availability; provides support to projects that involve networks; and provides support in the translation of business requirements into telecommunications (e.g., LAN, MAN, WAN, Voice, and Video) requirements, designs, and orders.

4.12   Managed System Engineer - Senior

Description: Under general direction, performs duties such as site surveys, architecture design, system evaluation, system analysis, and infrastructure assessment. The managed system engineer shall perform duties on tasks that require expertise in system/processor architecture, wired for management baseline, desktop management interface, SNMP, client/server architecture, operating systems, software applications, network protocols, routers, switches, remote access servers, and firewalls.

4.13   Managed Systems Engineer - Intermediate

Description: Under general supervision, performs duties such as site surveys, architecture design, system evaluation, system analysis, and infrastructure assessment. Performs duties on tasks that require expertise in system/processor architecture, wired for management baseline, desktop management interface, SNMP, client/server architecture, operating systems, software applications, network protocols, routers, switches, remote access servers, and firewalls.

4.14   Managed Systems Engineer - Associate

Description: Under direct supervision, assists in site surveys, architecture design, system evaluation, system analysis, and infrastructure assessment.

4.15   IT Functional Area Expert

Experience/Education: Minimum of 5 years of experience and BS degree

Description: Recognized for strong expertise in industry issues and trends. Utilizes functional area expertise gained through direct industry experience to assess the operational and functional baseline of an organization and its organizational components. Works with senior managers and executives to provide industry vision and strategic direction with regard to their enterprise. Guides the determination of information technology inadequacies and/or deficiencies that affect the functional area's ability to support/meet organizational goals. Generates functional area strategies for enhanced IT operations in a cross-functional area mode throughout the organization. Participates in account strategy sessions, strategic assessments, and design reviews to validate enterprise approach and associated work products. Provides guidance and direction to other professionals, acts in a consulting and/or advisory capacity; coordinates resolution of highly complex problems and tasks, and possesses ability to meet and operate under deadlines.

4.16   IT Subject Matter Expert

Experience/Education: Minimum of 5 years of experience and a BA/BS or MA/MS degree

Description: Executes tasks and projects relevant to subject matter. Reduces issues to practical recommended options. Explains recommendation to decision-makers in terms that permit decisions. Performs studies and analyses on subjects within the technical scope of work. Develops requirements from a project's inception to its conclusion for a particular IT subject matter area (i.e., simple to complex systems). Assists other project members with analysis and evaluation and with the preparation of recommendations for system improvements, optimization, development, and/or maintenance efforts in the following specialties: information systems architecture; networking; telecommunications; automation; communications protocols; risk management/electronic analysis; software; lifecycle management; software development methodologies; and modeling and simulation. Recognized at the industry level in a technical field or specialized engineering or technology area and is proficient in relevant engineering principles and practices. Applies experience, skills, and expert knowledge within an engineering discipline to complex assignments. Generates unique concepts as evidenced by synthesis of new products or processes. Creates or uses engineering/scientific tools to solve technical problems. Utilizes and develops tools, techniques, processes, and/or facilities such as state-of-the-art simulation environments, laboratories, and test facilities. Provides leadership for engineering activities in a specialized engineering or technology subject area. Serves as a major contributor to technical planning process and for providing technical management and guidance.

5.   <u>Application Systems</u>

SOC No. 15-1130, Software Developers and Programmers

SOC No. 15-1131, System Programmers, Computer Language Coders

SOC No. 15-1132, Software Applications Developer, Software Applications Engineer
SOC No. 15-1133, Software Systems Developer, Embedded Systems Software
Developer, Software Systems Engineer

SOC No. 15-1121, Information Systems Analyst SOC No. 15-2031, Process, Procedure
Analyst SOC No. 17-2199, Engineer, all others

5.1 Applications Systems Analyst – Senior

Description: Under general direction, formulates/defines system scope and objectives
based on user needs. Devises or modifies procedures to solve complex problems
considering computer equipment capacity and limitations, operating time and form of
desired results. Prepares detailed specifications from which programs will be written.
Analyzes and revises existing system logic difficulties and documentation as necessary.
Competent to work at the highest technical level of all phases of applications systems
analysis activities. May use Computer-aided software engineering (CASE) tools.

5.2 Applications Systems Analyst – Intermediate

Description: Under general supervision, formulates and defines system scope and
objectives through research and fact-finding to develop or modify moderately complex
information systems. Prepares detailed specifications from which programs will be
written. Analyzes and revises existing system logic difficulties and documentation as
necessary. Competent to work on most phases of applications systems analysis
activities, but requires instruction and guidance in other phases. May use CASE tools.

5.3 Applications Systems Analyst – Associate

Description: Under immediate supervision, assists in research and fact-finding to
develop or modify information systems. Assists in preparing detailed specifications from
which programs will be written. Analyzes and revises existing system logic difficulties
and documentation as necessary. May use CASE tools.

5.4 Software Engineer – Senior

Description: Under general direction, conducts or participates in multidisciplinary
research and collaborates with equipment designers and/or hardware engineers in the
planning, design, development, and utilization of electronic data processing systems
software. Determines computer user needs; advises hardware designers on machine
characteristics that affect software systems such as storage capacity, processing
speed, and input/output requirements; designs and develops compilers and assemblers,
utility programs, and operating systems.

5.5 Software Engineer – Intermediate

Description: Under general supervision, conducts or participates in multidisciplinary
research and collaborates with equipment designers and/or hardware engineers in the
planning, design, development, and utilization of electronic data processing systems
software. Determines computer user needs; advises hardware designers on machine
characteristics that affect software systems such as storage capacity, processing
speed, and input/output requirements; designs and develops compilers and assemblers,

utility programs, and operating systems.

5.6 Software Engineer – Associate

Description: Under direct supervision, assists in designing and developing compilers and assemblers, utility programs, and operating systems.

5.7 Applications Programmer – Senior

Description: Under general direction, devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time and form of desired results. Designs, codes, tests, debugs and documents those programs. Competent to work at the highest technical level of all phases of applications programming activities. Note: This position does not perform systems analysis functions.

5.8 Applications Programmer – Intermediate

Description: Under general supervision, modifies moderately complex applications programs from detailed specification. Codes, tests, debugs, and documents and maintains those programs. Competent to work on most phases of applications programming activities, but requires instruction and guidance in phases. Note: This position does not perform systems analysis functions.

5.9 Applications Programmer – Associate

Description: Under immediate supervision, modifies applications programs from detailed specifications. Codes, tests, debugs, documents and maintains those programs. This level is staffed by beginners who have had sufficient educational background and/or experience to qualify them to start in applications programming. Note: This position does not perform systems analysis functions.

5.10 IT Certified Professional – Senior

Description: Under general direction, responsible for the most complex testing and analysis of all elements of the network facilities including: power, software, communications devices, lines, modems and terminals. Monitors and controls the performance and status of the network resources. May function in a lead capacity within the department. Provides guidance and direction for less experienced personnel.

5.11 IT Certified Professional –Intermediate

Description: Under general supervision, responsible for moderately complex tasks typically relating to network monitoring, operations, installation or maintenance. Handles routine network activities and identifies and resolves routine network problems.

5.12 IT Certified Professional – Associate

Description: Under direct supervision, assists in monitoring and responding to technical control facility hardware and software problems utilizing hardware and software testing tools and techniques. May provide LAN server support. May assist installing terminals and associated hardware. Requires knowledge of data scopes, patch panels, modems, concentrators, and associated terminal and network management software.

5.13 DevOps Engineer – Intermediate

Description: A DevOps engineer introduces processes, tools, and methodologies to balance needs throughout the software development life cycle, from coding and deployment, to maintenance and updates.

5.14 DevSecOps Engineer – Intermediate

Description: DevSecOps is short for development, security, and operations. The DevSecOps   Engineer automates the integration of security at every phase of the software development lifecycle, from initial design through integration, testing, deployment, and software delivery.

5.15 Full Stack Developer – Associate

Description: A full-stack developer is a programmer who works within software development and is knowledgeable in both the front end and back end of an application. They work to create a seamless user experience through their diverse skill set. They're also well-versed in databases, server configuration, user interface and more.

5.16 Continuous Integration, Continuous Delivery or Deployment (CI/CD) Engineer – Intermediate

Description: In software engineering, CI/CD or CICD generally refers to the combined practices of continuous integration and either continuous delivery or continuous deployment. CI/CD bridges the   gaps between development and operation activities and teams by enforcing automation in building,   testing and deployment of applications. Modern day DevOps practices involve continuous   development, continuous testing, continuous integration, continuous deployment and continuous   monitoring of software applications throughout its development life cycle. The main concepts attributed to CI/CD are continuous integration, continuous delivery, and continuous deployment. Responsible for improving and managing the productivity of technology processes by creating automated workflows to replace the manual ones.

6. Operations and Logistics

SOC No. 11-1071, Logistics Manager

SOC No. 11-3021, Computer and Information Systems Manager

SOC No. 43-9011, Computer Operators

SOC No. 43-5071, Shipping, Receiving, and Expediting Clerks

SOC No. 43-5081, Stock Clerks and Order Fillers

SOC No. 13-1081, Logistician, Logistician Analyst, Logistics Planner, Logistics Specialist

6.1 Seat Management Administrator

Experience/Education: Minimum of 10 years of experience and MA/MS degree
Description: The seat management administrator shall perform duties such as

configuration management, infrastructure management, asset management, help desk, system analysis, and infrastructure assessment. The seat management administrator shall perform duties on tasks that require expertise in system/processor architecture, wired for management baseline, desktop management interface, SNMP, client/server architecture, operating systems, software applications, network protocols, routers, switches, remote access servers, and firewalls.

6.2   Configuration Management (CM) Specialist - Senior

Description: Under general direction, responsible for effectively tracking, logging, categorizing, and maintaining changes made against the accepted Army baseline(s) standards. Develops, distributes, and tracks all change packages resulting from approved Configuration Control Board action. Trains personnel by conducting workshops and seminars on the proper methodology to maintain a proactive CM program. Provides daily support and direction to staff as to change status requirements, deadlines, and problems.

6.3   Configuration Management (CM) Specialist - Intermediate

Description: Under immediate supervision, responsible for effectively tracking, logging, categorizing, and maintaining changes made against the accepted Army baseline(s) standards. Develops, distributes, and tracks all change packages resulting from approved Configuration Control Board action.

6.4   Configuration Management (CM) Specialist - Associate

Description: Under immediate supervision, distributes and tracks all change packages resulting from approved Configuration Control Board action. Provides daily support to staff as to change status requirements, deadlines, and problems.

6.5   Computer Operator – Senior

Description: Under general direction, monitors and controls one or more servers by operating the central console or on-line terminals. Studies program operating instruction sheets to determine equipment setup and run operations. Continuously observes the operation of the console panel, storage devices, and printers to monitor the system and determine the point of equipment or program failure. Manipulates controls in accordance with standard procedures to rearrange sequence of job steps to continue operations when individual units of the system malfunction. Confers with software systems engineering or applications programming personnel in the event errors require a change of instructions or sequence of operations. Maintains operating records such as machine performance and production reports. Competent to work at the highest level of all computer operations phases.

6.6   Computer Operator – Intermediate

Description: Under general supervision, monitors and controls a computer by operating the central console or on-line terminals. May operate auxiliary equipment directly associated with the computer. May maintain records regarding output units and supply inventories. May assist in manipulating controls to rearrange sequence of job steps to continue operations when individual units of the system malfunction. Competent to

work on most phases of computer operations, but still may require some instruction and guidance for other phases.

6.7 Computer Operator – Associate

Description: Under immediate supervision, assists in performing routine tasks associated with operating a computer in accordance with detailed instructions.

6.8 Distribution Operations Specialist – Senior

Description: Under indirect supervision, responsible for review/develop/modify/test procedures and systems requirements to manage property book requirements directly supporting DoD Enterprise infrastructure and infostructure IT goals and projects. Train internal and external customers regarding procedures/processes and software applications. Conduct internal audits and development/review of corrective action plans. Negotiate supplier agreements and service contracts as required by job. Have knowledge of capital procurement processes. Perform duties and responsibilities as the lead on process improvement teams. Coordinate workflow and material movement to meet program and customer delivery requirements.

6.9 Distribution Operations Specialist – Intermediate

Description: Under general direction, responsible for review/develop/modify/test procedures and systems requirements to manage property book requirements directly supporting DoD Enterprise infrastructure and infostructure IT goals and projects. Train internal and external customers regarding procedures/processes and software applications. Conduct internal audits and development/review of corrective action plans. Negotiate supplier agreements and service contracts as required by job. Have knowledge of capital procurement processes. Perform duties and responsibilities as the lead on process improvement teams. Coordinate workflow and material movement to meet program and customer delivery requirements.

6.10 Distribution Operations Specialist - Associate

Description: Under immediate supervision, responsible for review/develop/modify/test procedures and systems requirements to manage property book requirements directly supporting DoD Enterprise infrastructure and infostructure IT goals and projects. Train internal and external customers regarding procedures/processes and software applications. Conduct internal audits and development/review of corrective action plans. Negotiate supplier agreements and service contracts as required by job. Have knowledge of capital procurement processes.

Perform duties and responsibilities as the lead on process improvement teams. Coordinate workflow and material movement to meet program and customer delivery requirements.

7. <u>Cybersecurity</u>

SOC No. 15-1142, Network Security Administrator

SOC No. 15-1141, Database Security Administrator

SOC No. 11-3021, Computer and Information Systems Manager

SOC No. 15-1122, Computer Security Specialist

SOC No. 15-1121, Computer Systems Analyst

SOC No. 15-1120, Computer and Information Analyst

SOC No. 17-2061, Computer Hardware Engineer SOC No. 15-1133, Software Systems
Engineer SOC No. 17-2199, Engineer, all others

7.1   Information Assurance Engineer - Senior

Description: Under general direction, responsible for all activities relating to information
assurance procedures and systems. Develops information systems assurance
programs and control guidelines. Confers with and advises subordinates on
administrative policies and procedures and resolving technical problems, priorities, and
methods. Consults with and advises other sections regarding internal controls and
security procedures. Prepares activity and progress reports relating to the information
systems audit function.

7.2   Information Assurance Engineer - Intermediate

Description: Under general supervision, develops information systems assurance
programs and control guidelines, assists in resolving technical problems, priorities, and
methods.

7.3   Information Assurance Engineer - Associate

Description: Under general supervision, audits new and existing information systems
applications to ensure that appropriate controls exist, that processing is efficient and
accurate, and that systems procedures are in compliance with corporate standards

7.4   Information Systems Auditor – Senior

Description: Under general direction, audits the most complex new and existing
information systems applications to ensure that appropriate controls exist, that
processing is efficient and accurate, and that information systems procedures are in
compliance with corporate standards. Competent to work at the highest level of all
phases of information systems auditing.

7.5   Information Systems Auditor – Intermediate

Description: Under general supervision, audits moderately complex new and existing
information systems applications to ensure that appropriate controls exist, that
processing is efficient and accurate, and that systems and procedures are in
compliance with corporate standards. Competent to work on most phases of
information systems auditing.

7.6   Information Systems Auditor – Associate

Description: Under direct supervision, carries out routine phases of the systems audit
function. Assists in the auditing of new and existing information systems applications to
ensure that appropriate controls exist, that processing is efficient and accurate, and that
systems and procedures are in compliance with corporate standards. Staffed by skilled
employees who have had sufficient educational background and/or experience in

information systems auditing.

7.7   Data Security Analyst – Senior

Description: Under general direction, performs all procedures necessary to ensure the safety of information systems assets and to protect systems from intentional or inadvertent access or destruction. Interfaces with user community to understand their security needs and implements procedures to accommodate them. Ensures that user community understands and adheres to necessary procedures to maintain security. May require familiarity with domain structures, user authentication, and digital signatures. Conducts accurate evaluation of the level of security required. May require understanding of firewall theory and configuration. Must be able to weigh business needs against security concerns and articulate issues to management.

7.8   Data Security Analyst – Intermediate

Description: Under general supervision, performs all procedures necessary to ensure the safety of information systems assets and to protect systems from intentional or inadvertent access or destruction. Interfaces with user community to understand their security needs and implements procedures to accommodate them. Ensures that user community understands and adheres to necessary procedures to maintain security. May require familiarity with domain structures, user authentication, and digital signatures. Conducts accurate evaluation of the level of security required. May require understanding of firewall theory and configuration. Frequently reports to a Senior Data Security Analyst.

7.9   Data Security Analyst – Associate

Description: Under direct supervision, performs all procedures necessary to ensure the safety of information, systems assets and to protect systems from intentional or inadvertent access or destruction. Interfaces with user community to understand their security needs and implements procedures to accommodate them. Ensures that user community understands and adheres to necessary procedures to maintain security. Conducts accurate evaluation of the level of security required. Provides management with status reports. Frequently reports to an Intermediate Data Security Analyst.

7.10   Disaster Recovery/COOP/Contingency Administrator

Experience/Education: Minimum of 10 years of experience and MS/PhD degree

Description: Responsible for preparing contingency plans for system software, hardware, and applications for the organization. Implements procedures to ensure business applications continue to function through disruptive incidents within an organization. Develops and maintains various security controls to protect technology assets from internal or inadvertent modification, disclosure or destruction. Provides reports to supervisors regarding effectiveness of data security and make recommendations for the adoption of new procedures. Oversees and facilitates the preparation of an organization-wide business resumption plan. Responsible for ensuring the business resumption plan adequately addresses the organization's requirements and established timeframes. Responsible for day-to-day security

administration of the organization's data systems and data networks including systems access administration.

7.11   Information Security Specialist - Senior

Description: Under general direction, uses current information security technology disciplines and practices to ensure the confidentiality, integrity, and availability of corporate information assets in accordance with established standards and procedures. Develops and maintains knowledgebase on changing regulatory, threat, and technology landscapes to continually develop or maintain security policies and standards, and ensure compliance throughout the organization.

7.12 Information Security Specialist - Intermediate

Description: Under general supervision, uses current information security technology disciplines and practices to ensure the confidentiality, integrity, and availability of corporate information assets in accordance with established standards and procedures. Develops and maintains knowledgebase on changing regulatory, threat, and technology landscapes to continually develop or maintain security policies and standards, and ensure compliance throughout the organization.

7.13 Information Security Specialist - Associate

Description: Under direct supervision, assists in developing and maintaining knowledgebase on changing regulatory, threat, and technology landscapes to continually develop or maintain security policies and standards, and ensure compliance throughout the organization.

7.14   IA Policy and Compliance Certified Professional – Senior

Description: Under general direction, performs and leads support of Certification and Accreditation (C&A) or other IA/CND Compliance and Auditing processes and inspections for all enterprise systems and networks; ensures validity and accuracy review of all associated documentation. Leads and performs compliance reviews of computer security plans, performs risk assessments, and validates and performs security test evaluations and audits. Analyzes and defines security requirements for information protection for enterprise systems and networks. Assists in the development of security policies. Analyzes the sensitivity of information and performs vulnerability and risk assessments on the basis of defined sensitivity and information flow. Professionally certified as Technical Level III as defined by DODI 8570 is a requirement.

7.15   IA Policy and Compliance Certified Professional – Intermediate

Description: Under general supervision, performs Certification and Accreditation (C&A) or other IA/CND Compliance and Auditing processes and inspections for all enterprise systems and networks; ensures validity and accuracy review of all associated documentation. Performs compliance reviews of computer security plans, performs risk assessments, and performs security test evaluations and audits. Analyzes security requirements for information protection for enterprise systems and networks. Assists in

the development of security policies. Analyzes the sensitivity of information and performs vulnerability and risk assessments on the basis of defined sensitivity and information flow. Professionally certified as Technical Level II as defined by DODI 8570 is a requirement.

7.16   IA Policy and Compliance Certified Professional – Associate

Description: Under general supervision, assists in the support of Certification and Accreditation (C&A) or other IA/CND Compliance and Auditing processes and inspections for all enterprise systems and networks; assists in the development of all associated documentation. Assists in the compliance reviews of computer security plans, performs risk assessments, and assists in security test evaluations and audits. Analyzes security requirements for information protection for enterprise systems and networks. Professionally certified as Technical Level I as defined by DODI 8570 is a requirement.

7.17   Cyber Operations Research Analyst – Senior

Description: Under general direction, leads and participates in analysis of actual and predictable interacting operational activities of business to obtain a quantitative, rational basis for decision making through the application of logic and scientific or economic disciplines and techniques. Ability to devise modeling and measuring techniques; utilizes mathematics, statistical methods, engineering methods, operational mathematics techniques (linear programming, game theory, probability theory, symbolic language, etc.), and other principles and laws of scientific and economic disciplines. Ability to demonstrate a complete understanding and wide application of technical principles, theories, and concepts within the Cyber Research field and provide consultation to technical solutions over a wide range of complex difficult problems in which proposed solutions are imaginative, thorough, practicable, and consistent with organization objectives. Professionally certified as Technical Level III as defined by DODI 8570 is a requirement.

7.18   Cyber Operations Research Analyst – Intermediate

Description: Under general supervision, participates in analysis of actual and predictable interacting operational activities of business to obtain a quantitative, rational basis for decision making through the application of logic and scientific or economic disciplines and techniques. Assists in devising models and measuring techniques; utilizes mathematics, statistical methods, engineering methods, operational mathematics techniques (linear programming, game theory, probability theory, symbolic language, etc.), and other principles and laws of scientific and economic disciplines. Ability to demonstrate a thorough understanding and ability to apply technical principles, theories, and concepts within the Cyber Research field and provide consultation to technical solutions over a wide range of complex difficult problems in which proposed solutions are imaginative, thorough, practicable, and consistent with organization objectives. Professionally certified as Technical Level II as defined by DODI 8570 is a requirement.

7.19   Cyber Operations Research Analyst – Associate

Description: Under general supervision, assists in analysis of actual and predictable

interacting operational activities of business to obtain a quantitative, rational basis for decision making through the application of logic and scientific or economic disciplines and techniques. Assists with devising models and measuring techniques; utilizes mathematics, statistical methods, engineering methods, operational mathematics techniques (linear programming, game theory, probability theory, symbolic language, etc.), and other principles and laws of scientific and economic disciplines. Ability to demonstrate an understanding and ability to apply technical principles, theories, and concepts within the Cyber Research field and assists in providing consultation to technical solutions over a wide range of complex difficult problems in which proposed solutions are imaginative, thorough, practicable, and consistent with organization objectives. Professionally certified as Technical Level I as defined by DODI 8570 is a requirement.

7.20   Cyber Operations Malware Analyst – Senior

Description: Under general direction, leads and participates in the evaluation and analysis of complex malicious code through the utilization of tools, including dissemblers, debuggers, hex editors, un-packers, virtual machines, and network sniffers. Responsible for providing findings in a technical report with details of the malware, identification parameters, advanced capabilities, and mitigation strategies. Conducts research in the area of malicious software, vulnerabilities, and exploitation tactics. Requires experience with application security, network security, reverse engineering, or malware. Requires strong knowledge of worms, viruses, Trojans, rootkits, botnets, Windows internals, and the Win32 API. Extensive experience required in programming (assembly and web) and system analysis with various tools, including IDA Pro, Ollydbg, PCAP tools, or TCP Dump. Professionally certified, within a Computer Network Defense (CND) discipline, as Technical Level III as defined by DODI 8570 is a requirement.

7.21   Cyber Operations Malware Analyst – Intermediate

Description: Under general supervision, participates in the evaluation and analysis of complex malicious code through the utilization of tools, including dissemblers, debuggers, hex editors, un-packers, virtual machines, and network sniffers. Responsible for providing findings in a technical report with details of the malware, identification parameters, advanced capabilities, and mitigation strategies. Conducts research in the area of malicious software, vulnerabilities, and exploitation tactics. Requires experience with application security, network security, reverse engineering, or malware. Requires thorough knowledge of worms, viruses, Trojans, rootkits, botnets, Windows internals, and the Win32 API. Additional experience required in programming (assembly and web) and system analysis with various tools, including IDA Pro, Ollydbg, PCAP tools, or TCP Dump. Professionally certified, within a CND discipline, as Technical Level II as defined by DODI 8570 is a requirement.

7.22   Cyber Operations Malware Analyst – Associate

Description: Under general supervision, assists in the evaluation and analysis of complex malicious code through the utilization of tools, including dissemblers, debuggers, hex editors, un-packers, virtual machines, and network sniffers. Assists

with providing findings in a technical report with details of the malware, identification parameters, advanced capabilities, and mitigation strategies. Provides research assistance in the area of malicious software, vulnerabilities, and exploitation tactics. Requires experience with application security, network security, reverse engineering, or malware. Requires knowledge of worms, viruses, Trojans, rootkits, botnets, Windows internals, and the Win32 API. Additional experience required in programming (assembly and web) and system analysis with various tools, including IDA Pro, Ollydbg, PCAP tools, or TCP Dump. Professionally certified, within a CND discipline, as Technical Level I as defined by DODI 8570 is a requirement.

7.23   Cyber Watch Operations Certified Analyst – Senior

Description: Under general direction, leads security event monitoring and correlation within a tiered Security Operations Center. Proven experience and ability to leverage CND analyst toolsets to detect and respond to IT security incidents. Ability to implement standard procedures for incident response interfacing with Information Security Officer and IT staff. Conducts research and document threats and their behavior to include monitoring external CSIRTs/CERTs. Provide recommendations to threat mitigation strategies. Employ effective web, email, and telephonic communications to clearly manage security incident response procedures. Perform routine event reporting over time including trend reporting and analysis. Experience required in security or network technology (Unix/Windows OS, Cisco/Juniper Routing-Switching) within a hands-on design/Implementation/Administration role. Demonstrates in-depth knowledge of TCP-IP protocol implementations for all common network services in addition to demonstrated capability to perform network packet analysis and anomaly detection. Professionally certified, within a CND discipline, as Technical Level III as defined by DODI 8570 is a requirement.

7.24   Cyber Watch Operations Certified Analyst – Intermediate

Description: Under general supervision, participates in security event monitoring and correlation within a tiered Security Operations Center. Proven experience and ability to leverage CND analyst toolsets to detect and respond to IT security incidents. Conducts research and document threats and their behavior to include monitoring external CSIRTs/CERTs. Assist in providing recommendations to threat mitigation strategies. Employ effective web, email, and telephonic communications to clearly manage security incident response procedures. Perform routine event reporting over time including trend reporting and analysis. Experience required in security or network technology (Unix/Windows OS, Cisco/Juniper Routing-Switching) within a hands-on Implementation or Administration role. Demonstrates thorough knowledge of TCP-IP protocol implementations for all common network services in addition to demonstrated capability to perform network packet analysis and anomaly detection. Professionally certified, within a CND discipline, as Technical Level II as defined by DODI 8570 is a requirement.

7.25   Cyber Watch Operations Certified Analyst – Associate

Description: Under general supervision, assists with security event monitoring, correlation, and daily event reporting within a tiered Security Operations Center.

Experience with CND analyst toolsets to detect and respond to IT security incidents. Employ effective web, email, and telephonic communications to clearly manage security incident response procedures. Experience required in security or network technology (Unix/Windows OS, Cisco/Juniper Routing- Switching) within a hands-on Administration role. Demonstrates knowledge of TCP-IP protocol implementations for all common network services in addition to demonstrated capability to perform network packet analysis and anomaly detection. Professionally certified, within a CND discipline, as Technical Level I as defined by DODI 8570 is a requirement.

7.26 Cyber Security Architect (Alternate job titles: Cyber Security Systems Designer, IT   Security Architect) - Intermediate

Description: Cyber Security Architects are responsible for the overall maintenance of an organization's information technology security systems and protocols. They design and implement security measures for hardware, software, and network platforms to ensure protection from cyber-attacks and any other possible harmful intrusions that could compromise or damage   an organization's data and network infrastructure. These architects assess existing cybersecurity systems and protocols and design and implement upgrades to existing measures as well as implementing new procedures

8. System Administration

SOC No. 15-1142, Network Administrator

SOC No. 15-1141, Database Administrator

SOC No. 11-3021, Computer and Information Systems Manager

8.1 Systems Administrator – Senior

Description: Under general direction, responsible for activities related to system administration. Assigns personnel to various projects, directs their activities, and evaluates their work. Ensures long-term requirements of systems operations and administration are included in the overall information systems planning of the organization. Responsible for the installation, maintenance, configuration, and integrity of computer software. Implements operating system enhancements that will improve the reliability and performance of the system.

8.2 Systems Administrator – Intermediate

Description: Under general supervision, responsible for installing, configuring, and maintaining operating system workstations and servers, including web servers, in support of business processing requirements. Performs software installations and upgrades to operating systems and layered software packages. Schedules installations and upgrades and maintains them in accordance with established IT policies and procedures. Monitors and tunes the system to achieve optimum performance levels. Ensures workstation/server data integrity by evaluating, implementing, and managing appropriate software and hardware solutions. Ensures data/media recoverability by implementing a schedule of system backups and database archive operations. Supports media management through internal methods and procedures or through offsite storage and retrieval services. Develops and promotes standard operating procedures.

Conducts routine hardware and software audits of workstations and servers to ensure compliance with established standards, policies, and configuration guidelines. Develops and maintains a comprehensive operating system hardware and software configuration database/library of all supporting documentation.

8.3 Systems Administrator -Associate

Description: Under direct supervision, maintains integrity of the operating system environment. Performs system software upgrades including planning and scheduling, testing, and coordination. Performs workstation and server administration setup. Coordinates disk space planning and management. Maintains growth statistics, space forecasts, tape libraries, and software and hardware inventories. Performs data backups and recoveries. Monitors and maintains continuity with system software licensing and maintenance agreements. Provides recommendations regarding hardware and system software planning and budgeting. Maintains production change control schedule and participates in change control.

9. Data Administration

SOC No. 15-1141, Database Administrator, Database Management System Specialist, Database Security Administrator

SOC No. 15-1132, Database Developer

SOC No. 11-3021, Computer and Information Systems Manager

9.1 Database Administrator

Experience/Education: Minimum of 10 years of experience and MS/PhD degree

Description: Participates in the design, creation, and maintenance of computerized databases. Responsible for the quality control and auditing of databases to ensure accurate and appropriate use of data. Works with management to develop database strategies to support organization requirements. Consults with and advises users on access to various databases. Works directly with users to resolve data conflicts and inappropriate data usage. Directs the maintenance and use of the corporate data dictionary.

9.2 Database Analyst/Programmer – Senior

Description: Under general direction, designs, implements and maintains complex databases with respect to JCL, access methods, access time, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Includes maintenance of database dictionaries, overall monitoring of standards and procedures, and integration of systems through database design. Competent to work at the highest level of all phases of database management.

9.3 Database Analyst/Programmer – Intermediate

Description: Under general supervision, designs, implements, and maintains moderately complex databases. Includes maintenance of database dictionaries and integration of systems through database design. Competent to work on most phases of database administration, but may require some instruction and guidance in other phases.

9.4 Database Analyst/Programmer – Associate

Description: Under direct supervision, assists in the implementation and maintenance of databases.

9.5 Advanced Database Analyst/Programmer - Senior

Description: Under general direction, leads and participates in the development and maintenance of Cyber and IA database systems while also offering database development resource to the development team. Required to review and provide technical solutions to projects which may be in different stages of the development life cycle. Requires knowledge and experience with Oracle or MS SQL Server DBMS, SQL Language, Unix/Linux including basic shell commands, data warehousing, report generation, job scheduling and monitoring tools, XML, HTML, open source development, and technical documenting skills (Windows Office/Visio/Cvs, etc.). Advanced Oracle or Microsoft SQL Server certification is required. Professionally certified as Technical Level III as defined by DODI 8570 is a requirement.

9.6 Advanced Database Analyst/Programmer - Intermediate

Description: Under general supervision, participates in the development and maintenance of Cyber and IA database systems while also offering database development resource to the development team. Required to review and provide technical solutions to projects which may be in different stages of the development life cycle. Requires knowledge and experience with Oracle or MS SQL Server DBMS, SQL Language, Unix/Linux including basic shell commands, data warehousing, report generation, job scheduling and monitoring tools, XML, HTML, open source development, and technical documenting skills (Windows Office/Visio/Cvs, etc.). Oracle or Microsoft SQL Server certification is required. Professionally certified as Technical Level II as defined by DODI 8570 is a requirement.

9.7 Advanced Database Analyst/Programmer – Associate

Description: Under general supervision, assists in the development and maintenance of Cyber and IA database systems while also offering database development resource to the development team. Assists with reviews and provides technical solutions to projects which may be in different stages of the development life cycle. Requires knowledge and experience with Oracle or MS SQL Server DBMS, SQL Language, Unix/Linux including basic shell commands, data warehousing, report generation, job scheduling and monitoring tools, XML, HTML, open source development, and technical documenting skills (Windows Office/Visio/Cvs, etc.). Oracle or Microsoft SQL Server certification is required. Professionally certified as Technical Level I as defined by DODI 8570 is a requirement.

9.8 Database Librarian

Experience/Education: Minimum less than 5 years of experience and BS degree

Description: Under general supervision, enters and maintains data dictionary information, data keyword lists, and dictionary forms. Reviews all information to be entered into the dictionary to assure adherence to standards and to ensure that all

requirements are met. Maintains current library of each processing system's information recorded in the dictionary.

10. Data Warehousing

SOC No. 15-1141, Database Administrator, Database Management System Specialist, Database

Security Administrator

SOC No. 15-1132, Database Developer

SOC No. 11-3021, Computer and Information Systems Manager

SOC No. 43-4171, Information Clerk

SOC No. 43-2021, Information Operator

10.1   Data Warehousing Project Manager

Experience/Education: Minimum of 10 years of experience and MA/MS degree

Description: Works in a data warehouse environment that includes data design, database architecture, metadata and repository creation. Responsible for leading data warehouse team in development and enhancements of the data warehouse user interface. Establishes user requirements. Creates new standards and procedures related to end user and internal interface development. Works with Data Architect on technical issues and system architecture definition. Translates high-level work plans and converts to detailed assignments for team members. Monitors status of assignments and reviews work for completion/quality.

10.2   Data Architect

Experience/Education: Minimum of 10 years of experience and MA/MS degree

Description: Works in a data warehouse environment that includes data design, database architecture, metadata and repository creation. Translates business needs into long-term architecture solutions. Defines, designs, and builds dimensional databases. Responsible for developing data warehousing blueprints, evaluating hardware and software platforms, and integrating systems. Evaluates reusability of current data for additional analyses. Conducts data cleaning to rid the system of old, unused, or duplicate data. Reviews object and data models and the metadata repository to structure the data for better management and quicker access.

10.3   Data Warehouse Analyst

Experience/Education: Minimum of 5 years of experience and BA/BS degree

Description: Works in a data warehouse environment that includes data design, database architecture, metadata and repository creation. Reviews data loaded into the data warehouse for accuracy. Responsible for the development, maintenance and support of an enterprise data warehouse system and corresponding data marts. Troubleshoots and tunes existing data warehouse applications. Conducts research into

new data warehouse applications and determines viability for adoption. Assists in establishing development standards. Evaluates existing subject areas stored in the data warehouse. Incorporated existing subject areas into an enterprise model. Creates new or enhanced components of the data warehouse.

10.4   Data Warehousing Programmer

Experience/Education: Minimum of 5 years of experience and BA/BS degree

Description: Under general supervision, responsible for product support and maintenance of the data warehouse. Performs data warehouse design and construction. Codes and documents scripts and stored procedures. Designs and implements data strategy methods. Develops appropriate programs and systems documentation. Assists with metadata repository management. Prepares and implements data verification and testing methods for the data warehouse. Creates index and view scripts.

10.5   Data Warehousing Administrator

Experience/Education: Minimum of 10 years of experience and MA/MS degree

Description: Under general supervision, coordinates the data administration technical function for both data warehouse development and maintenance. Plans and oversees the technical transitions between development, testing, and production phases of the workplace. Facilitates change control, problem management, and communication among data architects, programmers, analysts, and engineers. Establishes and enforces processes to ensure a consistent, well managed, and well-integrated data warehouse infrastructure. Expands and improves data warehouse to include data from all functions of the organization using data manipulation, transformation, and cleansing tools.

11.   Help Desk/End User Support

SOC No. 11-3021, Computer and Information Systems Manager

SOC No. 15-1142, Computer Systems Administrator

SOC No. 15-1121, Computer Systems Analyst

SOC No. 15-1120, Computer and Information Analyst

SOC No. 15-1151, Help Desk Technician

SOC No. 15-1152, Computer User Support Specialist, Computer Network Support Specialist

11.1   Help Desk Coordinator

Experience/Education: Minimum of 10 years of experience and MA/MS degree

Description: Responsible for ensuring the timely process through which problems are controlled, including problem recognition, research, isolation, resolution and follow-up steps. Requires experience and understanding of MIS environment. Is able to resolve less complex problems immediately, while more complex problems are assigned to

second level support or supervisor. Typically involves use of problem management database and help desk system. May provide guidance/training for less experienced personnel.

11.2 Help Desk Support Service Specialist – Senior

Description: Under general direction, provides second-tier support to end-users for PC, server, mainframe applications, and hardware. Handles problems that the first-tier of help desk support is unable to resolve. May interact with network services, software systems engineering, and/or applications development to restore service and/or identify and correct core problem. Simulates or recreates user problems to resolve operating difficulties. Recommends systems modifications to reduce user problems. Maintains currency and highest level of technical skill in field of expertise.

11.3 Help Desk Support Service Specialist – Intermediate

Description: Under general supervision, provides second-tier support to end-users for PC, server, mainframe applications and hardware. Handles problems that the first-tier of help desk support is unable to resolve. May interact with network services, software systems engineering, and/or applications development to restore service and/or identify and correct core problem. Simulates or recreates user problems to resolve operating difficulties. Recommends systems modifications to reduce user problems. Maintains currency and high level of technical skill in field of expertise. Escalates more complex problems to Senior level.

11.4 Help Desk Support Service Specialist – Associate

Description: Under direct supervision, provides support to end-users for PC, server or mainframe applications, and hardware. May interact with network services, software systems engineering and/or applications development to restore service and/or identify and correct core problems. Simulates or recreates user problems to resolve operating difficulties. Recommends systems modifications to reduce user problems. Refers more complex problems to Intermediate and/or Senior level.

11.5 PC Support Manager

Experience/Education: Minimum of 10 years of experience and MA/MS degree

Description: Responsible for overall personal computer activity. Establishes and implements PC policies, procedures and standards, and ensures their conformance with information systems goals and procedures. Studies and projects PC resource requirements including personnel, software, equipment and facilities, and makes recommendations to management. Maintains currency in new developments and technology. Provides for the training of department staff and end users. Directs setup and maintenance of library and materials for end user reference and reviews department staff. Ensures that security procedures are implemented and enforced. Provides leadership in the effective use of internal data processing, automated office systems and data communications. May also manage LAN services.

11.6   PC Systems Specialist

Experience/Education: Minimum of 5 years of experience and BA/BS degree

Description: Under general supervision, performs analytical, technical and administrative work in the planning, design and installation of new and existing personal computer systems. Works on moderately complex applications. Confers with end users to determine types of hardware and software required. Writes programs to fulfill requirements or selects appropriate off-the-shelf software and modifies to suit. May maintain or utilize telecommunications protocols. Installs new hardware and maintains existing hardware. Trains end users in use of equipment and software.

11.7   PC Maintenance Technician

Experience/Education: Minimum less than 5 years of experience and BS degree

Description: Under direct supervision, performs general maintenance tasks, troubleshoots and repairs computer systems and peripheral equipment located throughout the organization. Maintains an adequate spare parts inventory of systems, subsystems, and component parts used in repair work. Prepares progress reports for all work performed. Receives work direction from supervisor on work priorities and daily assignments. Frequently reports to a PC Support Manager.

12.   <u>Internet/Web Operations</u>

SOC No. 11-3021, Computer and Information Systems Manager

SOC No. 15-1143, Web Designer, Web Developer

SOC No, 15-1134, Internet Developer

SOC No. 15-1122, Internet Security Specialist

12.1   Web Project Manager

Experience/Education: Minimum of 10 years of experience and MS/PhD degree

Description: Responsible for web strategy and operations. Develops business plan and annual budget for website function. Accountable for budget, staff planning, management, and products and service delivery. Oversees operational activities of the website(s) with specific attention aimed at content creation and website maintenance.

12.2   Web Designer - Senior

Description: Under general direction, designs and builds web pages using a variety of graphics software applications, techniques, and tools. Designs and develops user interface features, site animation, and special-effects elements. Contributes to the design group's efforts to enhance the look and feel of the organization's online offerings. Designs the website to support the organization's strategies and goals relative to external communications. Requires understanding of web-based technologies and thorough knowledge of HTML, PhotoShop, Illustrator, and/or other design-related applications.

12.3   Web Designer - Intermediate

Description: Under general supervision, designs and develops user interface features, site animation, and special-effects elements. Contributes to the design group's efforts to enhance the look and feel of the organization's online offerings. Designs the website to support the organization's strategies and goals relative to external communications. Develops applications based on current, new, and future net-based applications. Requires significant graphics and design experience as well as HTML knowledge.

12.4 Web Designer - Associate

Description: Under direct supervision assists in designing and developing user interface features, site animation, and special-effects elements. Assists in designing the website to support the organization's strategies and goals relative to external communications. Requires graphics and design experience as well as HTML knowledge.

12.5 Web Software Developer - Senior

Description: Under general direction, designs, develops, troubleshoots, debugs, and implements software code (such as HTML, CGI, and JavaScript) for a component of the website. Works with graphic designers and other members of a project team to develop the site concept, interface design, and architecture of the website. Responsible for interface implementation. Integrates web applications with backend databases. Deploys large web-based transaction systems using application servers. Researches, tests, builds, and coordinates the integration of new products per production and client requirements. Requires strong navigation and site-design instincts.

12.6 Web Software Developer - Intermediate

Description: Under general supervision, develops, codes, tests, and debugs new software and enhancements to existing web software. Competent to work on fairly complex programs with guidance. Works with technical staff to understand problems with web software and resolve them.

12.7 Web Software Developer - Associate

Description: Under direct supervision, assists in developing, coding, testing, and debugging new software and enhancements to existing web software.

12.8 Web Technical Administrator

Experience/Education: Minimum of 10 years of experience and MA/MS degree

Description: In role of onsite administrator, responsible for achieving overall technical integrity of organization's website. Maintains and upgrades hardware and software including website technical architecture related to hardware and telecommunication connectivity. Administers e- mail, chat, and FTP services. Communicates router configuration changes and troubleshoots system errors and bugs. Maintains servers, creates monitoring reports and logs, and ensures functionality of links. Monitors site for acceptable performance and user accessibility. Establishes backups and monitors site security.

12.9 Web Content Administrator

Experience/Education: Minimum of 10 years of experience and MA/MS degree

Description: Responsible for developing and providing content that will motivate and entertain users so that they regularly access the website and utilize it as a major source for information and decision-making. Responsible for managing/performing website editorial activities including gathering and researching information that enhances the value of the site. Locates, negotiates, and pursues content. Seeks out customers to gather feedback for website improvement and enhancements. Requires experience in production management, web page design, HTML, and web graphics types and standards.

13. Network Administration/Support

SOC No. 15-1142, Network and Computer System Administrator, Network Coordinator

SOC No. 15-1152, Network Technician, Network Support Technician, Network Diagnostic Support Technician

13.1 Network Administrator – Senior

Description: Under general direction, responsible for the acquisition, installation, maintenance and usage of the company's local area network. Studies contractor products to determine those which best meet company needs; assists in presentation of information to management resulting in purchase and installation of hardware, software, and telecommunication equipment. Manages network performance and maintains network security. Ensures that security procedures are implemented and enforced. Installs all network software. Evaluates, develops and maintains telecommunications systems. Troubleshoots network problems. Establishes and implements network policies, procedures and standards and ensures their conformance with information systems and company's objectives. Trains users on network operation.

13.2 Network Administrator – Intermediate

Description: Under general supervision, responsible for the acquisition, installation, maintenance, and usage of the organization's local area network. Manages network performance and maintains network security. Ensures that security procedures are implemented and enforced. Installs all network software. Evaluates, develops and maintains telecommunications systems. Troubleshoots network problems. Establishes and implements network policies, procedures, and standards and ensures their conformance with information systems and organization objectives. Trains users on network operation. Frequently reports to a PC support manager or Senior Network Administrator.

13.3 Network Administrator - Associate

Description: Under direct supervision, assists in the installation, maintenance, and usage of the organization's local area network. Assists in the establishment of network procedures regarding access methods and time, security validation checks, and documentation. Maintains network software and hardware inventories. Researches software and hardware issues regarding the network. Inform users when there are network problems. Monitors and maintains continuity with software licensing and maintenance agreements. Troubleshoots network problems. Frequently reports to a PC

Support Manager or Senior Network Administrator

13.4   Network Support Technician – Senior

Description: Under general direction, monitors and responds to complex technical control facility hardware and software problems utilizing a variety of hardware and software testing tools and techniques. Provides primary interface with contractor support service groups or provides internal analysis and support to ensure proper escalation during outages or periods of degraded system performance. May provide network server support. Requires extensive knowledge of PC/network communications hardware/software in a multi-protocol environment, and network management software. May function as lead providing guidance and training for less experienced technicians.

13.5   Network Support Technician – Intermediate

Description: Under general supervision, monitors and responds to technical control facility hardware and software problems utilizing hardware and software testing tools and techniques. May interface with contractor support service groups to ensure proper escalation during outages or period of degraded system performance. May assist with installation of terminals and associated hardware. May provide network server support. Requires strong knowledge of PC/Network communications hardware/software, in a multi-protocol environment, and network management software.

13.6   Network Support Technician – Associate

Description: Under direct supervision, assists in monitoring and responding to technical control facility hardware and software problems utilizing hardware and software testing tools and techniques. May provide network server support. May assist with installation of terminals and associated hardware. Requires knowledge of data scopes, patch panels, modems, concentrators, and associated terminals and network management software.

14.   Documentation

SOC No. 27-3041, Technical Editor

SOC No. 27-3042, Technical Writer, Documentation Writer

SOC No. 17-3010, Drafters

SOC No. 17-3019, Drafter, All Others

SOC No. 27-1024, Graphics Artist, Graphics Designer

14.1   Documentation Specialist – Senior

Description: Under general direction, is responsible for preparing and/or maintaining systems, programming, and operations documentation, procedures, and methods including user manuals and reference manuals. Maintains a current internal documentation library. Provides or coordinates special documentation services as required. Competent to work at the highest level of all phases of documentation. May act as project leader for large jobs.

14.2   Documentation Specialist – Intermediate

Description: Under general supervision, prepares and/or maintains systems, programming, and operations documentation, including user manuals. Maintains a current internal documentation library. Competent to work on most phases of documentation.

14.3 Documentation Specialist –Associate

Description: Under direct supervision, prepares and/or maintains systems, programming and operations documentation, including user manuals. Maintains a current internal documentation library.

14.4 Technical Editor

Experience/Education: Minimum of 10 years of experience and MA/MS degree

Description: Responsible for content of technical documentation. Checks author's document for spelling, grammar, and content problems (e.g., missing instructions or sections; redundant or unnecessary sections). Accuracy of content may fall under this position or the programmer, depending on the expertise of the editor. Ensures that documents follow the style laid out in the organization's style guide. May also be responsible for maintaining the style guide. Suggests revisions to the style guide as appropriate. Editor is often a technical writer who has moved to this position.

14.5 CAD Specialist

Experience/Education: Minimum of 5 years of experience and BA/BS degree

Description: Ability to prepare various drawings that communicate engineering ideas, designs, and information in support of engineering functions directly supporting infostructure IT goals and projects. Drawings consist of parts and assemblies including sectional profiles, irregular or reverse curves, hidden lines, and small or intricate details. Requires experience in current conventional computer-aided design drafting techniques and application programs.

14.6 Graphics Specialist

Experience/Education: Minimum of 5 years of experience and BA/BS degree

Description: Responsible for graphics design and use, operation and setup of computer graphic systems for business communications. Executes graphic projects and assists in coordination of all graphic production scheduling; coordinates production support with outside contractors, as needed. Ensures that graphic projects are completed on time, within budget and to user's satisfaction. Interfaces with users to determine scope of project and best graphic medium. Trains other personnel in proper use of computer graphic equipment. Troubleshoots computer equipment problems and performs minor preventive maintenance.

14.7 Draftsman – Senior

Description: Under indirect supervision, responsible for preparing various drawings that communicate engineering ideas, designs, and information in support of engineering functions directly supporting DoD Enterprise infrastructure and infostructure IT goals and projects. Drawings consist of parts and assemblies including sectional profiles,

irregular or reverse curves, hidden lines, and small or intricate details. Requires experience in current conventional computer-aided design drafting techniques and application programs.

14.8   Draftsman – Intermediate

Description: Under general direction, responsible for preparing various drawings that communicate engineering ideas, designs, and information in support of engineering functions directly supporting DoD Enterprise infrastructure and infostructure IT goals and projects. Drawings consist of parts and assemblies including sectional profiles, irregular or reverse curves, hidden lines, and small or intricate details. Requires experience in current conventional computer-aided design drafting techniques and application programs.

14.9   Draftsman - Associate

Description: Under immediate supervision, responsible for preparing various drawings that communicate engineering ideas, designs, and information in support of engineering functions directly supporting DoD Enterprise infrastructure and infostructure IT goals and projects. Drawings consist of parts and assemblies including sectional profiles, irregular or reverse curves, hidden lines, and small or intricate details. Requires experience in current conventional computer-aided design drafting techniques and application programs.

15.   Enterprise Resource Planning (ERP)/Business Process Development

SOC No. 13-2031, Budget Analyst, Cost Analyst

SOC No. 13-1111, Business Management Analyst, Management Analyst

SOC No. 13-1081, Logistics Analyst

SOC No. 15-1121, Data Processing Systems Analyst, Computer Systems Analyst, Information Systems Analyst

SOC No. 15-1122, Network Security Analyst

SOC No. 15-2031, Operations Analyst, Operations Research Analyst, Procedure Analyst, Process Analyst

SOC No. 15-2041, Statistical Analyst

15.1   ERP Business Analyst – Senior

Description: Under general direction, serves as senior subject matter expert associated with content, processes and procedures associated with ERP. Defines the detailed requirements, analyzes the business needs, and validates solutions with the client. Details requirements through the product development and other functions to support the project team. Monitors other business analysts in software development methods and processes and implementation of those methods. Evaluates development projects and assists in tailoring the development process to meet the project needs.

15.2   ERP Business Analyst – Intermediate

Description: Under general supervision, serves as subject matter expert associated with content, processes, and procedures associated with enterprise applications. Applies functional knowledge to design and customization of workflow systems that provide seamless integration for client/server applications. Writes functional requirements, develops test plans, and works with production issues.

15.3 ERP   Business Analyst – Associate

Description: Under direct supervision, serves as subject matter expert associated with content, processes and procedures associated with enterprise applications. Applies functional knowledge to design and customization of workflow systems that provide seamless integration for client/server applications. Writes functional requirements, develops test plans, and works with production issues.

15.4   Business Systems Analyst – Senior

Description: Under general direction, formulates and defines systems scope and objectives based on both user needs and a good understanding of applicable business systems and industry requirements. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Includes analysis of business and user needs, documentation of requirements, and translation into proper system requirement specifications. Guides and advises less experienced Business Systems Analysts. Competent to work at the highest technical level of most phases of systems analysis while considering the business implications of the application of technology to the current and future business environment.

15.5   Business Systems Analyst – Intermediate

Description: Under general supervision, formulates and defines systems scope and objectives through research and fact-finding combined with an understanding of applicable business systems and industry requirements. With this knowledge, develops or modifies moderately complex information systems. Includes analysis of business and user needs, documenting requirements, and revising existing system logic difficulties as necessary. Guides and advises less experienced Business Systems Analysts. Competent to work in some phases of systems analysis and considers the business implications of the application of technology to the current business environment.

15.6   Business Systems Analyst – Associate

Description: Under direct supervision, assists in formulating and defining systems scope and objectives through research and fact-finding combined with a basic understanding of business systems and industry requirements. Includes analysis of business and user needs, documenting requirements, and revising existing system logic difficulties as necessary under direction of experienced Business System Analysts. Competent to consider most business implications of the application of technology to the current business environment.

16.   <u>Information Systems Training</u>

SOC No. 13-1151, Corporate Trainers, Training Specialists, Training and Development Specialists

SOC No. 11-3131, Training Managers, Training and Development Managers

16.1 Information Systems Training Manager

Experience/Education: Minimum of 10 years of experience and MS/PhD degree

Description: Responsible for all activities associated with education programs for both the information technology and end-user/PC personnel. Advises on administrative policies and procedures, technical problems, priorities, and methods. Assigns personnel to the various training tasks and directs their activities, reviews and evaluates their work, conducts performance appraisals, and makes decisions on personnel.

16.2 Information Systems Training Specialist – Senior

Description: Under general direction, organizes, prepares, and conducts complex training and educational programs for information systems or user personnel. May design and develop in- house programs. Maintains records of training activities, employee progress, and program effectiveness. Competent to work at the highest level of all phases of information systems training.

16.3 Information Systems Training Specialist – Intermediate

Description: Under general supervision, organizes and conducts moderately complex training and educational programs for information systems or user personnel. Maintains records of training activities, employee progress, and program effectiveness. Competent to work on most phases of information systems training.

16.4 Information Systems Training Specialist – Associate

Description: Under direct supervision, organizes and conducts basic training and educational programs for information systems or user personnel. Maintains record of training activities, employee progress, and program effectiveness.

16.5 Instructor Technical Training – Senior

Description: Under indirect supervision, responsible for provides technical expertise and instruction according to customer specifications and standards (operate, maintain, and repair in classroom or laboratory settings) supporting DoD Enterprise infrastructure and infostructure IT goals and projects. Analyzes System and Network related information and interprets it into useable instruction/training for intended audience. Develops courseware/content in specific technical subject matter area. Provides advice to customers in system design and optimal configuration.   Provides technical telephone support to customers with hardware and software problems. Also, provides technical and training input for development of training proposals. May be required to deploy and train US Forces in CONUS or OCONUS field locations.

16.6 Instructor Technical Training – Intermediate

Description: Under general direction, responsible for provides technical expertise and instruction according to customer specifications and standards (operate, maintain, and

repair in classroom or laboratory settings) supporting DoD Enterprise infrastructure and infostructure IT goals and projects. Analyzes System and Network related information and interprets it into useable instruction/training for intended audience. Develops courseware/content in specific technical subject matter area. Provides advice to customers in system design and optimal configuration. Provides technical telephone support to customers with hardware and software problems. Also, provides technical and training input for development of training proposals. May be required to deploy and train US Forces in CONUS or OCONUS field locations.

16.7 Instructor Technical Training – Associate

Description: Under immediate supervision, responsible for provides technical expertise and instruction according to customer specifications and standards (operate, maintain, and repair in classroom or laboratory settings) supporting DoD Enterprise infrastructure and infostructure IT goals and projects. Analyzes System and Network related information and interprets it into useable instruction/training for intended audience. Develops courseware/content in specific technical subject matter area. Provides advice to customers in system design and optimal configuration. Provides technical telephone support to customers with hardware and software problems. Also, provides technical and training input for development of training proposals. May be required to deploy and train US Forces in CONUS or OCONUS field locations.

17. Audio Visual

SOC No. 17-2061, Computer Hardware Engineer

SOC No. 17-2199, Engineer, all others

SOC No. 15-1130, Software Developers and Programmers

SOC No. 15-1131, System Programmers, Computer Language Coders

17.1 Audio Visual Fabrication Engineer - Senior

Description: Under indirect supervision, installs, pulls, terminates, and tests all audio visual (AV) type cables, connectors, and interfaces. Ability to install projections screens, plasma TVs and different types of speakers. Installation of AV systems on client sites. Read blueprints and wire AV racks. Manage AV projects with various models and makes of equipment. Has a thorough understanding and working knowledge of testing, analyses, and corrective action on systems, networks, hardware, and software in a Professional Audio/Video environment. Knows and understands all wire and connector types on all AV related cable.

17.2 Audio Visual Fabrication Engineer - Intermediate

Description: Under general direction, installs, pulls, terminates, and tests all audio visual (AV) type cables, connectors, and interfaces. Ability to install projections screens, plasma TVs and different types of speakers. Installation of AV systems on client sites. Read blueprints and wire AV racks. Manage AV projects with various models and makes of equipment. Has a thorough understanding and working knowledge of testing, analyses, and corrective action on systems, networks, hardware, and software in a

Professional Audio/Video environment. Knows and understands all wire and connector types on all AV related cable.

17.3   Audio Visual Fabrication Engineer - Associate

Description: Under immediate supervision, installs, pulls, terminates, and tests all audio visual (AV) type cables, connectors, and interfaces. Ability to install projections screens, plasma TVs and different types of speakers. Installation of AV systems on client sites. Read blueprints and wire AV racks. Manage AV projects with various models and makes of equipment. Has a thorough understanding and working knowledge of testing, analyses, and corrective action on systems, networks, hardware, and software in a Professional Audio/Video environment. Knows and understands all wire and connector types on all AV related cable.

17.4   Audio Visual Programmer - Senior

Description: Under indirect supervision, designs and programs control interface touch panels for audio visual systems. Works with Design Engineer and Contracting Officer's Technical Representative to ensure a user-friendly operating environment for controlling audio/visual equipment. Provide training to users to ensure proper use and care.

17.5   Audio Visual Programmer - Intermediate

Description: Under general direction, designs and programs control interface touch panels for audio visual systems. Works with Design Engineer and Contracting Officer's Technical Representative to ensure a user-friendly operating environment for controlling audio/visual equipment. Provide training to users to ensure proper use and care.

17.6   Audio Visual Programmer - Associate

Description: Under immediate supervision, designs and programs control interface touch panels for audio visual systems. Works with Design Engineer and Contracting Officer's Technical Representative to ensure a user-friendly operating environment for controlling audio/visual equipment. Provide training to users to ensure proper use and care.

18   Intelligent Automation [Artificial Intelligence (AI)/Robotic Process Automation (RPA)]

Robotic Process Automation (RPA) is an emerging technology area that has not been officially defined by NIST but is being promoted as a commercial solution.

18.1   Artificial Intelligence (AI) Engineer – Intermediate

Description: An artificial intelligence engineer is an individual who works with traditional machine   learning techniques like natural language processing and neural networks to build models that power   AI-based applications. An artificial intelligence programmer helps develop operating software that   can be used for robots, artificial intelligence programs or other artificial intelligence applications.

They may work closely with electrical engineers or robotics engineers and others in order to produce   systems that utilize artificial intelligence. This is the capability of adapting or changing based on adding data. It may also mean programming a system

to look for or seek out specific conditions and   respond based on those factors.
Candidates should possess excellent math, science, and analytical   skills necessary to
solve complex problems and find efficient solutions.

18.2   Machine Learning Engineer – Intermediate

Description: Machine learning is a form of AI that enables a system to learn from data
rather than through explicit programming. Once an ML program is written, it must be
"trained" before it is deployed in its intended use. Training is the process by which the
machine learns. The programming   utilizes algorithms that ingest training data supplied
by a machine learning engineer, making it   possible to produce more precise models
based on that data.

18.3 Machine Learning (Data) Scientist – Senior

Description: Data science can be described as the description, prediction, and causal
inference from   both structured and unstructured data. This discipline helps individuals
and enterprises make better   business decisions. It's also a study of where data
originates, what it represents, and how it could be   transformed into a valuable
resource. To achieve the latter, a massive amount of data has to be mined   to identify
patterns to help businesses. The field of data science employs computer science
disciplines like mathematics and statistics and incorporates techniques like data
mining, cluster analysis, visualization, and machine learning.

19   Cloud Services

19.1   Cloud Architect – Intermediate

Description: A cloud architect, or cloud computing architect, is responsible for setting up
all of the components required for successful cloud computing. A cloud computing
network, as opposed to a   more traditional computer network, involves storing and
managing data across a number of remotely located servers, rather than a local server.
Cloud architects are in charge of creating these cloud networks by connecting remotely
located servers. This involves setting up front- and back-end   platforms and developing
an operational cloud based delivery system. A strong background in   scripting and
programming languages. Cloud architects combine a technical education background
with a number of years of work experience in the field of computing and technology.

19.2   Cloud Developer – Associate

Description: A professional Cloud Developer builds scalable and highly available
applications using   virtual systems, practices, and tools. They design and implement
cloud infrastructures, and ensure the effective design of business processes in the
cloud. They have a deep understanding of cloud provider architectures and are able to
monitor cloud maintenance, planning, security and usage across the company.

19.3   Cloud DevOps Engineer – Intermediate

Description: A DevOps engineer is an IT professional who is responsible for bridging
software   development, engineering, and management to make the software

development process faster. A DevOps engineer introduces processes, tools, and methodologies to balance needs throughout the software development life cycle, from coding and deployment, to maintenance and updates.

19.4 Cloud Engineer – Senior

Description: Under general supervision, has duties of instructing, directing, and checking the work of other project engineers. Responsible for the completion of assigned engineering projects within budgetary and scheduling guidelines. Leads a group of engineers, analysts, and/or technicians assigned for the duration of a project or may function as ongoing lead within a group of engineers associated with one or more technical areas within the telecom function (such as, but not limited to, network design, engineering, implementation, or operations/user support). Does not have formal supervisory responsibilities, although may provide input for (project) team member performance appraisals.

19.5 Cloud Engineer – Intermediate

Description: A cloud engineer is an IT expert responsible for the design, planning, management, maintenance, and support, and any other technological duties associated with an organization's cloud computing environment. Cloud operations engineers specialize in creating and implementing cloud- based solutions such as Software as a Service (SaaS) and Platform as a Service (PaaS).

19.6 Cloud Network Engineer – Intermediate

Description: Cloud network engineering roles assess an organization's technology infrastructure and explore options for moving to the cloud. If the organization elects to move to the cloud, a cloud engineer is responsible for overseeing the process, referred to as migration, and maintaining the new system. Job Duties: Implement, support, maintain, and optimize the network hardware, software, and communications links of the company's cloud infrastructure.

19.7 Cloud Security Engineer – Intermediate

Description: Cloud security engineers specialize in providing security systems and tools management related to the cloud technologies and playing a vital role in protecting an organization's data. A cloud security engineer specializes in providing security for cloud-based digital platforms and plays an integral role in protecting an organization's data. This may involve analyzing existing cloud structures and creating new and enhanced security methods. They often serve as part of a larger team dedicated to cloud-based management and security. Cloud security engineers usually work full-time in an office environment, with some positions requiring personnel to respond to after-hours emergencies.

19.8 Platform Engineer – Intermediate

Description: Platform engineers enable application developers to put software into the hands of users in an easier manner. This is the case when there is integration between

on premise systems and cloud   services. Platform engineers build systems that allow teams to build on. A platform engineer writes   code that bridges the gap between software and hardware and tests the system so that it runs   effectively and smoothly.

19.9   Test Engineer – Intermediate

Description: A test engineer is a professional who determines how to create a process that would best   test a particular product in manufacturing and related disciplines, in order to assure that the product   meets applicable specifications. Test engineers are also responsible for determining the best way a test   can be performed in order to achieve adequate test coverage.

19.10   User Interface, User Experience (UI/UX) Designer – Associate

Description: UI Designer/Developer III designs web pages and develops web-based technical   solutions that engage users and meet business requirements. Handles projects from conceptualization   through delivery. A UI Designer/Developer III develops and applies creative designs, ensuring that   content meets brand standards and targets the intended audience.

20   Data Services

20.1   Data Architect – Senior

Description: Data architects focus on how information moves across the system from one application to another. Demonstrated expertise in requirements engineering, software architecture, software   testing, and software deployment including understanding how the software interacts with the   technical architecture. Data architects allow a company to easily publish and share their data with   others in the industry, data architects design database systems. By creating the system according to   industry standards, they also help a business accurately report information to the necessary bureaus.   First, the architect may review any data architecture already in place, while also determining the specifications for the size of the new system. The databases they create organize large bits of   information, such as company spending. Additionally, they design with growth in mind, allowing for   future modifications to the database as the company develops.

20.2   Data Engineer – Intermediate

Description: Under general supervision, carries out procedures to ensure that all information systems   products and services meet minimum organization standards and end-user requirements. Thoroughly   tests software to ensure proper operation and freedom from defects. Documents and works to resolve   all problems. Reports progress on problem resolution to management. Devises improvements to   current procedures and develops models of possible future configurations. Performs workflow   analysis and recommends quality improvements.

20.3   Data Labeler – Intermediate

Description: Data labeling is the manual curation of data by humans on machine learning and AI   applications. Data Steward coordinates an organization's quality, security, and

maintenance of data. Defines data elements and establishes policies and procedures related to the collection and accuracy   of data, and performs tests on data systems. Being a Data Steward ensures sufficient data quality is   maintained so that the data can effectively support the business process.

20.4   Data Scientist – Senior

Description: Data Scientists build analytics tools that utilize the data pipeline to provide actionable insights into customer acquisition, operational efficiency and other key business performance metrics. Create data tools for analytics and data scientist team members that assist them in building and optimizing products. Communicate effectively through listening, documentation and presentations,   especially using compelling visualization tools to share analysis and interpretation of data.

20.5   Operations Research and Systems Analyst (ORSA) – Intermediate

Description: Operations research analysts use advanced mathematical and analytical methods to help   solve complex issues.

ATTACHMENT 2

ALLOWABLE SUBSTITUTIONS
FOR EDUCATION
AND/OR
YEARS OF EXPERIENCE

Labor Category	Skill Level	Minimum Education Level	Minimum Years	Substitute for Minimum Education/Years
Program Management				
Program Manager – Senior	Senior/Lead	MA/MS (PMI certification required)	10+	BA/BS w/ 15
Program Manager – Intermediate	Journeyman	BA/BS (PMI certification desired)	(5-8 yrs)	AA/15
Program Manager – Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
Project Management				
Project Manager - Senior	Senior/Lead	MA/MS (PMI certification required)	10 +	BA/BS w/ 15
Project Manager - Intermediate	Journeyman	BA/BS (PMI certification desired)	(5-8 yrs)	AA/15
Project Manager - Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
Enterprise Architect	Senior/Lead	MA/MS	10	BA/BS or 2yr Tech School w/ 10
Business Analyst -- Functional	Journeyman	BA/BS	(5-8 yrs)	AA/15
Business Analyst -- Technical	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
Project Administrator	Journeyman	BA/BS	(5-8 yrs)	AA/15
Administrator - Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
Facility Staff Support – Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Facility Staff Support – Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Facility Staff Support – Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2

Labor Category	Skill Level	Minimum Education Level	Minimum Years	Substitute for Minimum Education/Years
Quality Assurance				
Quality Assurance Manager - Senior	Senior/Lead	MA/MS Black Belt certification (Six Sigma)	10	BA/BS w/ 15
Quality Assurance Analyst – Intermediate	Journeyman	BA/BS Green Belt Certification (Six Sigma)	(5-8 yrs)	AA/15
Quality Assurance Analyst – Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
IT Systems Architecture				
Chief Enterprise Architect	Senior/Lead	MA/MS	10	BA/BS w/ 15
Lead Enterprise Architect	Intermediate	BA/BS	(5-8 yrs)	AA or 2yr Tech School/5 or HS/GED w/ 8
Senior IT Systems Solution Architect	Senior/Lead	MA/MS	10	BA/BS or 2yr Tech School w/ 10
Client/Server Network Architect	Intermediate	BA/BS	(5-8 yrs)	AA or 2yr Tech School/5 or HS/GED w/ 10
Software Architect	Intermediate	BA/BS	(5-8 yrs)	AA or 2yr Tech School/5 or HS/GED w/ 10
Systems Engineer - Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Systems Engineer - Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Systems Engineer - Associate	Entry Level	AA or 2yr Tech School	(2-5 yrs)	HS/GED w/ 5
Network Engineer – Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Network Engineer – Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Network Engineer – Associate	Intermediate	BA/BS	(5-8 yrs)	AA or 2yr Tech School/5 or HS/GED w/ 10
Managed System Engineer - Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15

Labor Category	Skill Level	Minimum Education Level	Minimum Years	Substitute for Minimum Education/Years
Managed Systems Engineer - Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Managed Systems Engineer - Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
IT Functional Area Expert	Journeyman	BS	5	AA or 2yr Tech School/8 or HS/GED w/ 10
IT Subject Matter Expert	Intermediate	AA or 2yr Tech School	5	HS/GED w/ 8
Application Systems				
Applications Systems Analyst – Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Applications Systems Analyst – Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Applications Systems Analyst – Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
Software Engineer – Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Software Engineer – Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Software Engineer – Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
Applications Programmer – Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Applications Programmer – Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Applications Programmer – Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
IT Certified Professional – Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
IT Certified Professional –Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
IT Certified Professional – Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2

Labor Category	Skill Level	Minimum Education Level	Minimum Years	Substitute for Minimum Education/Years
Operations and Logistics				
Seat Management Administrator.	Senior/Lead	MA/MS	10	BA/BS w/ 15
Configuration Management (CM) Specialist - Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Configuration Management (CM) Specialist - Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Configuration Management (CM) Specialist - Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
Computer Operator – Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Computer Operator – Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Computer Operator – Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
Distribution Operations Specialist – Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Distribution Operations Specialist – Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Distribution Operations Specialist - Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
Information Assurance				
Information Assurance Engineer - Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Information Assurance Engineer - Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Information Assurance Engineer - Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
Information Systems Auditor – Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Information Systems Auditor – Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15

Labor Category	Skill Level	Minimum Education Level	Minimum Years	Substitute for Minimum Education/Years
Information Systems Auditor – Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
Data Security Analyst – Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Data Security Analyst – Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Data Security Analyst – Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
Disaster Recovery/COOP/Contingency Administrator	Executive	MS/PhD	10	BS/20
Information Security Specialist - Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Information Security Specialist - Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Information Security Specialist - Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
IA Policy and Compliance Certified Professional – Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
IA Policy and Compliance Certified Professional – Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
IA Policy and Compliance Certified Professional – Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
Cyber Operations Research Analyst – Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Cyber Operations Research Analyst – Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Cyber Operations Research Analyst – Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
Cyber Operations Malware Analyst – Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Cyber Operations Malware Analyst – Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Cyber Operations Malware Analyst – Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2

Labor Category	Skill Level	Minimum Education Level	Minimum Years	Substitute for Minimum Education/Years
Cyber Watch Operations Certified Analyst – Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Cyber Watch Operations Certified Analyst – Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Cyber Watch Operations Certified Analyst – Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
System Administration				
Systems Administrator – Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Systems Administrator – Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Systems Administrator -Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
Data Administration				
Database Administrator	Executive	MS/PhD	10	BS/20
Database Analyst/Programmer – Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Database Analyst/Programmer – Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Database Analyst/Programmer – Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
Advanced Database Analyst/Programmer - Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Advanced Database Analyst/Programmer - Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Advanced Database Analyst/Programmer – Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
Database Librarian	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2

Labor Category	Skill Level	Minimum Education Level	Minimum Years	Substitute for Minimum Education/Years
Data Warehousing				
Data Warehousing Project Manager	Senior/Lead	MA/MS	10	BA/BS w/ 15
Data Architect	Senior/Lead	MA/MS	10	BA/BS w/ 15
Data Warehouse Analyst	Journeyman	BA/BS	3	AA/15
Data Warehousing Programmer	Journeyman	BA/BS	3	AA/15
Data Warehousing Administrator	Senior/Lead	MA/MS	10	BA/BS w/ 15
Help Desk/End User Support				
Help Desk Coordinator	Senior/Lead	MA/MS	10	BA/BS w/ 15
Help Desk Support Service Specialist – Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Help Desk Support Service Specialist – Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Help Desk Support Service Specialist – Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
PC Support Manager	Senior/Lead	MA/MS	10	BA/BS w/ 15
PC Systems Specialist	Journeyman	BA/BS	3	AA/15
PC Maintenance Technician	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2

Labor Category	Skill Level	Minimum Education Level	Minimum Years	Substitute for Minimum Education/Years
Internet/Web Operations				
Web Project Manager	Executive	MS/PhD	10	BS/20
Web Designer - Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Web Designer - Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Web Designer - Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
Web software Developer - Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Web software Developer - Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Web software Developer - Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
Web Technical Administrator	Senior/Lead	MA/MS	10	BA/BS w/ 15
Web Content Administrator	Senior/Lead	MA/MS	10	BA/BS w/ 15
Network Administration/Support				
Network Administrator – Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Network Administrator – Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Network Administrator - Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
Network Support Technician – Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Network Support Technician – Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Network Support Technician – Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2

Labor Category	Skill Level	Minimum Education Level	Minimum Years	Substitute for Minimum Education/Years
Documentation				
Documentation Specialist – Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Documentation Specialist – Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Documentation Specialist –Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
Technical Editor	Senior/Lead	MA/MS	10	BA/BS w/ 15
CAD Specialist	Journeyman	BA/BS	3	AA/15
Graphics Specialist	Journeyman	BA/BS	3	AA/15
Draftsman – Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Draftsman – Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Draftsman - Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
Enterprise Resource Planning (ERP)/Business Process Development				
ERP Business Analyst – Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
ERP Business Analyst – Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
ERP Business Analyst – Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
Business Systems Analyst – Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Business Systems Analyst – Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Business Systems Analyst – Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2

Labor Category	Skill Level	Minimum Education Level	Minimum Years	Substitute for Minimum Education/Years
IS Training				
Information Systems Training Manager	Executive	MS/PhD	10	BS/20
Information Systems Training Specialist – Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Information Systems Training Specialist – Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Information Systems Training Specialist – Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
Instructor Technical Training – Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Instructor Technical Training – Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Instructor Technical Training – Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
Audio Visual				
Audio Visual Fabrication Engineer - Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Audio Visual Fabrication Engineer - Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Audio Visual Fabrication Engineer - Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2
Audio Visual Programmer - Senior	Senior/Lead	MA/MS	10	BA/BS w/ 15
Audio Visual Programmer - Intermediate	Journeyman	BA/BS	(5-8 yrs)	AA/15
Audio Visual Programmer - Associate	Entry Level	BS	(2-5 yrs)	AA or 2yr Tech School/2

Labor Category	Skill Level	Minimum Education Level	Minimum Years	Substitute for Minimum Education/Years
Artificial Intelligence (AI)				
Artificial Intelligence (AI) Engineer - Intermediate	Intermediate/ Journeyman	A bachelors' degree in computer science, engineering, mathematics, or related discipline.	5+ yrs	AA w/7+ yrs
Machine Learning Engineer – Intermediate	Intermediate/ Journeyman	BA/BS (PMI certification desired)	5+ yrs	AA w/7+ yrs
Machine Learning (Data) Scientist – Senior	Senior/Lead	Master's or Ph.D. in computer science, mathematics, engineering, or related disciplines.	10+ yrs	BA/BS w/12+ yrs
Cloud Services				
Cloud Architect- Intermediate	Intermediate/ Journeyman	A bachelor's degree in computer science, engineering, or related discipline.	5+ yrs	AA w/7+ yrs
Cloud Developer - Associate	Associate/ Entry Level	BA/BS	<5 yrs	AA or 2yr Tech School w/2+ years
Cloud DevOps Engineer- Intermediate	Intermediate/ Journeyman	A bachelor's degree in computer science, engineering, or related discipline.	5+ yrs	AA w/7+ yrs
Cloud Engineer - Intermediate	Intermediate/ Journeyman	A bachelor's degree in computer science, engineering, or related discipline.	5+ yrs	AA w/7+ yrs
Cloud Engineer - Senior	Senior/Lead	A master's degree in computer science, engineering, or related discipline.	10+ yrs	BA/BS w/12+ yrs
Cloud Network Engineer - Intermediate	Intermediate/ Journeyman	A bachelor's degree in computer science, engineering, or related discipline.	5+ yrs	AA w/7+ yrs
Cloud Security Engineer - Intermediate	Intermediate/ Journeyman	A bachelor's degree in computer science, engineering, or related discipline. May require security certifications such as Certified Information	5+ yrs	AA w/7+ yrs
Platform Engineer - Intermediate	Intermediate/ Journeyman	A bachelor's degree in computer science, engineering, or related discipline.	5+ yrs	AA w/7+ yrs
Test Engineer - Intermediate	Intermediate/ Journeyman	A bachelor's degree in computer science, engineering, or related discipline.	5+ yrs	AA w/7+ yrs
User Interface, User Experience (UI/UX) Designer - Associate	Associate/ Entry Level	BA/BS Technical skills in graphics / visual design, software development, digital marketing. or related	<5 yrs	AA or 2yr Tech School w/2+ years

Labor Category	Skill Level	Minimum Education Level	Minimum Years	Substitute for Minimum Education/Years
Cybersecurity Services				
Cyber Security Architect - Intermediate (Alternate job titles: Cyber Security Systems Designer, IT Security Architect)	Intermediate / Journeyman	A bachelor's degree in computer science, engineering, or related discipline. May require security certifications such as Certified Information	5+ yrs	AA w/7+ yrs
Data Services				
Data Architect - Senior	Senior/Lead	A master's degree in computer science, engineering, or related discipline.	10+ yrs	BA/BS w/12+ yrs
Data Engineer - Intermediate	Intermediate/ Journeyman	A bachelor's degree in computer science, engineering, or related discipline.	5+ yrs	AA w/7+ yrs
Data Labeler - Intermediate	Intermediate/ Journeyman	A bachelor's degree in computer science, engineering, or related discipline.	5+ yrs	AA w/7+ yrs
Data Scientist - Senior	Senior/Lead	A master's degree in computer science, engineering, or related discipline.	10+ yrs	BA/BS w/12+ yrs
Operations Research and Systems Analyst (ORSA) - Intermediate	Intermediate/ Journeyman	A bachelor's degree in business, operations research, management science, analytics, mathematics, engineering, computer science, or	5+ yrs	AA w/7+ yrs
Application Systems				
Continuous Integration, Continuous Delivery or Deployment (CI/CD) Engineer - Intermediate	Intermediate/ Journeyman	A bachelor's degree in computer science, engineering, or equivalent.	5+ yrs	AA w/7+ yrs
DevOps Engineer - Intermediate	Intermediate/ Journeyman	A bachelor's degree in computer science, engineering, or equivalent.	5+ yrs	AA w/7+ yrs
Full Stack Developer - Associate	Associate/ Entry Level	BA/BS Technical skills such as software, languages and databases. Programing languages such as HTML/	<5 yrs	AA or 2yr Tech School w/2+ years
DevSecOps Engineer - Intermediate	Intermediate/ Journeyman	A bachelor's degree in computer science, engineering, or equivalent.	5+ yrs	AA w/7+ yrs
Information Technology Services				
Telecommunications Specialist - Senior	Senior / Lead	A master's degree in computer science, engineering, or related discipline.	10+ yrs	BA/BS w/12+ yrs
Telecommunications Specialist - Intermediate	Intermediate / Journeyman	Bachelor's degree	5+ yrs	AA w/7+ yrs
Telecommunications Specialist - Associate	Associate / Entry Level	Associate's degree	< 5 yrs	AA or 2yr Tech School w/2+ years

ATTACHMENT 3

LABOR RATE SCHEDULE

GOVERNMENT SITE HOURLY RATES	BASE PERIOD					OPTION PERIODS			
LABOR CATEGORIES	YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9
Program Management									
Program Manager – Senior	$ 124.79	$ 128.53	$ 132.39	$ 136.36	$ 140.45	$ 144.67	$ 149.01	$ 153.48	$ 158.08
Program Manager – Intermediate	$ 70.63	$ 72.75	$ 74.93	$ 77.18	$ 79.49	$ 81.88	$ 84.34	$ 86.87	$ 89.47
Program Manager – Associate	$ 50.97	$ 52.50	$ 54.07	$ 55.70	$ 57.37	$ 59.09	$ 60.86	$ 62.69	$ 64.57
Project Management									
Project Manager - Senior	$ 87.76	$ 90.39	$ 93.10	$ 95.90	$ 98.77	$ 101.74	$ 104.79	$ 107.93	$ 111.17
Project Manager - Intermediate	$ 59.62	$ 61.41	$ 63.25	$ 65.15	$ 67.10	$ 69.12	$ 71.19	$ 73.33	$ 75.52
Project Manager - Associate	$ 44.56	$ 45.90	$ 47.27	$ 48.69	$ 50.15	$ 51.66	$ 53.21	$ 54.80	$ 56.45
Enterprise Architect	$ 147.72	$ 152.15	$ 156.72	$ 161.42	$ 166.26	$ 171.25	$ 176.39	$ 181.68	$ 187.13
Business Analyst -- Functional	$ 63.93	$ 65.85	$ 67.82	$ 69.86	$ 71.95	$ 74.11	$ 76.34	$ 78.63	$ 80.98
Business Analyst -- Technical	$ 44.44	$ 45.77	$ 47.15	$ 48.56	$ 50.02	$ 51.52	$ 53.06	$ 54.66	$ 56.30
Project Administrator	$ 48.07	$ 49.51	$ 51.00	$ 52.53	$ 54.10	$ 55.73	$ 57.40	$ 59.12	$ 60.89
Project Administrator - Associate	$ 37.10	$ 38.21	$ 39.36	$ 40.54	$ 41.76	$ 43.01	$ 44.30	$ 45.63	$ 47.00
Facility Staff Support – Senior	$ 68.18	$ 70.23	$ 72.33	$ 74.50	$ 76.74	$ 79.04	$ 81.41	$ 83.85	$ 86.37
Facility Staff Support – Intermediate	$ 50.44	$ 51.95	$ 53.51	$ 55.12	$ 56.77	$ 58.47	$ 60.23	$ 62.03	$ 63.90
Facility Staff Support – Associate	$ 38.69	$ 39.85	$ 41.05	$ 42.28	$ 43.55	$ 44.85	$ 46.20	$ 47.58	$ 49.01
Quality Assurance									
Quality Assurance Manager– Senior	$ 69.27	$ 71.35	$ 73.49	$ 75.69	$ 77.96	$ 80.30	$ 82.71	$ 85.19	$ 87.75
Quality Assurance Analyst – Intermediate	$ 42.17	$ 43.44	$ 44.74	$ 46.08	$ 47.46	$ 48.89	$ 50.35	$ 51.86	$ 53.42
Quality Assurance Analyst – Associate	$ 30.70	$ 31.62	$ 32.57	$ 33.55	$ 34.55	$ 35.59	$ 36.66	$ 37.76	$ 38.89
IT Systems Architecture									
Chief Enterprise Architect	$ 214.85	$ 221.30	$ 227.93	$ 234.77	$ 241.82	$ 249.07	$ 256.54	$ 264.24	$ 272.17
Lead Enterprise Architect	$ 168.96	$ 174.03	$ 179.25	$ 184.63	$ 190.17	$ 195.87	$ 201.75	$ 207.80	$ 214.03
Senior IT Systems Solution Architect	$ 153.54	$ 158.15	$ 162.89	$ 167.78	$ 172.81	$ 177.99	$ 183.33	$ 188.83	$ 194.50
Client/Server Network Architect	$ 64.95	$ 66.90	$ 68.91	$ 70.97	$ 73.10	$ 75.29	$ 77.55	$ 79.88	$ 82.28
Software Architect	$ 70.22	$ 72.33	$ 74.50	$ 76.73	$ 79.03	$ 81.40	$ 83.85	$ 86.36	$ 88.95
Systems Engineer - Senior	$ 114.58	$ 118.02	$ 121.56	$ 125.20	$ 128.96	$ 132.83	$ 136.81	$ 140.92	$ 145.15
Systems Engineer - Intermediate	$ 61.38	$ 63.22	$ 65.12	$ 67.07	$ 69.08	$ 71.16	$ 73.29	$ 75.49	$ 77.75
Systems Engineer - Associate	$ 43.53	$ 44.84	$ 46.18	$ 47.57	$ 48.99	$ 50.46	$ 51.98	$ 53.54	$ 55.14
Network Engineer – Senior	$ 76.91	$ 79.22	$ 81.59	$ 84.04	$ 86.56	$ 89.16	$ 91.83	$ 94.59	$ 97.43
Network Engineer – Intermediate	$ 56.21	$ 57.90	$ 59.63	$ 61.42	$ 63.26	$ 65.16	$ 67.12	$ 69.13	$ 71.21
Network Engineer – Associate	$ 44.25	$ 45.58	$ 46.94	$ 48.35	$ 49.80	$ 51.30	$ 52.84	$ 54.42	$ 56.05
Managed System Engineer - Senior	$ 39.94	$ 41.14	$ 42.37	$ 43.64	$ 44.95	$ 46.30	$ 47.69	$ 49.12	$ 50.59
Managed Systems Engineer - Intermediate	$ 34.62	$ 35.66	$ 36.73	$ 37.83	$ 38.97	$ 40.13	$ 41.34	$ 42.58	$ 43.86
Managed Systems Engineer - Associate	$ 28.80	$ 29.66	$ 30.55	$ 31.47	$ 32.41	$ 33.39	$ 34.39	$ 35.42	$ 36.48
Application Systems									
Applications Systems Analyst – Senior	$ 64.60	$ 66.54	$ 68.53	$ 70.59	$ 72.71	$ 74.89	$ 77.14	$ 79.45	$ 81.83
Applications Systems Analyst – Intermediate	$ 47.00	$ 48.41	$ 49.86	$ 51.36	$ 52.90	$ 54.49	$ 56.12	$ 57.80	$ 59.54
Applications Systems Analyst – Associate	$ 28.80	$ 29.66	$ 30.55	$ 31.47	$ 32.41	$ 33.39	$ 34.39	$ 35.42	$ 36.48
Software Engineer – Senior	$ 90.11	$ 92.81	$ 95.60	$ 98.47	$ 101.42	$ 104.46	$ 107.60	$ 110.82	$ 114.15
Software Engineer – Intermediate	$ 60.37	$ 62.18	$ 64.05	$ 65.97	$ 67.95	$ 69.99	$ 72.08	$ 74.25	$ 76.47
Software Engineer – Associate	$ 30.34	$ 31.25	$ 32.19	$ 33.15	$ 34.15	$ 35.17	$ 36.23	$ 37.31	$ 38.43
Applications Programmer – Senior	$ 80.48	$ 82.89	$ 85.38	$ 87.94	$ 90.58	$ 93.30	$ 96.10	$ 98.98	$ 101.95
Applications Programmer – Intermediate	$ 57.31	$ 59.03	$ 60.80	$ 62.62	$ 64.50	$ 66.44	$ 68.43	$ 70.48	$ 72.60
Applications Programmer – Associate	$ 43.00	$ 44.29	$ 45.62	$ 46.99	$ 48.40	$ 49.85	$ 51.34	$ 52.88	$ 54.47
IT Certified Professional – Senior	$ 76.01	$ 78.29	$ 80.64	$ 83.06	$ 85.55	$ 88.12	$ 90.76	$ 93.48	$ 96.29
IT Certified Professional –Intermediate	$ 43.23	$ 44.53	$ 45.86	$ 47.24	$ 48.66	$ 50.12	$ 51.62	$ 53.17	$ 54.76
IT Certified Professional – Associate	$ 30.34	$ 31.25	$ 32.19	$ 33.15	$ 34.15	$ 35.17	$ 36.23	$ 37.31	$ 38.43

GOVERNMENT SITE HOURLY RATES	BASE PERIOD					OPTION PERIODS			
LABOR CATEGORIES	YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9
Operations and Logistics									
Seat Management Administrator.	$ 44.65	$ 45.99	$ 47.37	$ 48.79	$ 50.25	$ 51.76	$ 53.31	$ 54.91	$ 56.56
Configuration Management (CM) Specialist - Senior	$ 59.46	$ 61.24	$ 63.08	$ 64.97	$ 66.92	$ 68.93	$ 71.00	$ 73.13	$ 75.32
Configuration Management (CM) Specialist - Intermediate	$ 40.68	$ 41.90	$ 43.16	$ 44.45	$ 45.79	$ 47.16	$ 48.57	$ 50.03	$ 51.53
Configuration Management (CM) Specialist - Associate	$ 29.73	$ 30.62	$ 31.54	$ 32.49	$ 33.46	$ 34.47	$ 35.50	$ 36.56	$ 37.66
Computer Operator – Senior	$ 33.91	$ 34.93	$ 35.98	$ 37.05	$ 38.17	$ 39.31	$ 40.49	$ 41.71	$ 42.96
Computer Operator – Intermediate	$ 28.01	$ 28.85	$ 29.72	$ 30.61	$ 31.53	$ 32.47	$ 33.45	$ 34.45	$ 35.48
Computer Operator – Associate	$ 24.25	$ 24.98	$ 25.73	$ 26.50	$ 27.29	$ 28.11	$ 28.96	$ 29.82	$ 30.72
Distribution Operations Specialist – Senior	$ 58.44	$ 60.19	$ 62.00	$ 63.86	$ 65.77	$ 67.75	$ 69.78	$ 71.87	$ 74.03
Distribution Operations Specialist – Intermediate	$ 40.07	$ 41.27	$ 42.51	$ 43.79	$ 45.10	$ 46.45	$ 47.85	$ 49.28	$ 50.76
Distribution Operations Specialist - Associate	$ 30.35	$ 31.26	$ 32.20	$ 33.16	$ 34.16	$ 35.18	$ 36.24	$ 37.33	$ 38.45
Information Assurance									
Information Assurance Engineer - Senior	$ 117.86	$ 121.40	$ 125.04	$ 128.79	$ 132.65	$ 136.63	$ 140.73	$ 144.95	$ 149.30
Information Assurance Engineer - Intermediate	$ 68.90	$ 70.97	$ 73.10	$ 75.29	$ 77.55	$ 79.87	$ 82.27	$ 84.74	$ 87.28
Information Assurance Engineer - Associate	$ 38.82	$ 39.98	$ 41.18	$ 42.42	$ 43.69	$ 45.00	$ 46.35	$ 47.74	$ 49.18
Information Systems Auditor – Senior	$ 59.48	$ 61.26	$ 63.10	$ 65.00	$ 66.95	$ 68.95	$ 71.02	$ 73.15	$ 75.35
Information Systems Auditor – Intermediate	$ 45.33	$ 46.69	$ 48.09	$ 49.53	$ 51.02	$ 52.55	$ 54.13	$ 55.75	$ 57.42
Information Systems Auditor – Associate	$ 38.21	$ 39.36	$ 40.54	$ 41.75	$ 43.01	$ 44.30	$ 45.62	$ 46.99	$ 48.40
Data Security Analyst – Senior	$ 64.27	$ 66.20	$ 68.18	$ 70.23	$ 72.34	$ 74.51	$ 76.74	$ 79.04	$ 81.42
Data Security Analyst – Intermediate	$ 51.27	$ 52.81	$ 54.39	$ 56.02	$ 57.70	$ 59.44	$ 61.22	$ 63.06	$ 64.95
Data Security Analyst – Associate	$ 42.82	$ 44.10	$ 45.43	$ 46.79	$ 48.19	$ 49.64	$ 51.13	$ 52.66	$ 54.24
Disaster Recovery/COOP/Contingency Administrator	$ 65.45	$ 67.41	$ 69.44	$ 71.52	$ 73.66	$ 75.87	$ 78.15	$ 80.50	$ 82.91
Information Security Specialist - Senior	$ 69.44	$ 71.52	$ 73.67	$ 75.88	$ 78.16	$ 80.50	$ 82.91	$ 85.40	$ 87.96
Information Security Specialist - Intermediate	$ 54.87	$ 56.52	$ 58.21	$ 59.96	$ 61.76	$ 63.61	$ 65.52	$ 67.48	$ 69.51
Information Security Specialist - Associate	$ 38.82	$ 39.98	$ 41.18	$ 42.42	$ 43.69	$ 45.00	$ 46.35	$ 47.74	$ 49.18
IA Policy and Compliance Certified Professional – Senior	$ 81.50	$ 83.95	$ 86.46	$ 89.06	$ 91.73	$ 94.48	$ 97.32	$ 100.23	$ 103.24
IA Policy and Compliance Certified Professional – Intermediate	$ 56.12	$ 57.80	$ 59.54	$ 61.32	$ 63.16	$ 65.06	$ 67.01	$ 69.02	$ 71.09
IA Policy and Compliance Certified Professional – Associate	$ 38.21	$ 39.36	$ 40.54	$ 41.75	$ 43.01	$ 44.30	$ 45.62	$ 46.99	$ 48.40
Cyber Operations Research Analyst – Senior	$ 68.57	$ 70.63	$ 72.75	$ 74.93	$ 77.18	$ 79.49	$ 81.88	$ 84.33	$ 86.86
Cyber Operations Research Analyst – Intermediate	$ 49.07	$ 50.54	$ 52.06	$ 53.62	$ 55.23	$ 56.89	$ 58.59	$ 60.35	$ 62.16
Cyber Operations Research Analyst – Associate	$ 37.07	$ 38.18	$ 39.33	$ 40.51	$ 41.72	$ 42.97	$ 44.26	$ 45.59	$ 46.96
Cyber Operations Malware Analyst – Senior	$ 101.14	$ 104.17	$ 107.30	$ 110.52	$ 113.83	$ 117.25	$ 120.77	$ 124.39	$ 128.12
Cyber Operations Malware Analyst – Intermediate	$ 61.30	$ 63.14	$ 65.03	$ 66.98	$ 68.99	$ 71.06	$ 73.20	$ 75.39	$ 77.65
Cyber Operations Malware Analyst – Associate	$ 38.82	$ 39.98	$ 41.18	$ 42.42	$ 43.69	$ 45.00	$ 46.35	$ 47.74	$ 49.18
Cyber Watch Operations Certified Analyst – Senior	$ 80.46	$ 82.87	$ 85.36	$ 87.92	$ 90.56	$ 93.28	$ 96.07	$ 98.96	$ 101.92
Cyber Watch Operations Certified Analyst – Intermediate	$ 58.25	$ 60.00	$ 61.80	$ 63.65	$ 65.56	$ 67.53	$ 69.55	$ 71.64	$ 73.79
Cyber Watch Operations Certified Analyst – Associate	$ 38.82	$ 39.98	$ 41.18	$ 42.42	$ 43.69	$ 45.00	$ 46.35	$ 47.74	$ 49.18
System Administration									
Systems Administrator – Senior	$ 73.38	$ 75.58	$ 77.85	$ 80.18	$ 82.59	$ 85.07	$ 87.62	$ 90.25	$ 92.96
Systems Administrator – Intermediate	$ 50.73	$ 52.25	$ 53.82	$ 55.43	$ 57.10	$ 58.81	$ 60.57	$ 62.39	$ 64.26
Systems Administrator -Associate	$ 38.75	$ 39.91	$ 41.11	$ 42.34	$ 43.61	$ 44.92	$ 46.27	$ 47.66	$ 49.09
Data Administration									
Database Administrator	$ 96.36	$ 99.25	$ 102.23	$ 105.30	$ 108.45	$ 111.71	$ 115.06	$ 118.51	$ 122.07
Database Analyst/Programmer – Senior	$ 71.27	$ 73.41	$ 75.61	$ 77.88	$ 80.22	$ 82.62	$ 85.10	$ 87.65	$ 90.28
Database Analyst/Programmer – Intermediate	$ 51.77	$ 53.32	$ 54.92	$ 56.57	$ 58.27	$ 60.02	$ 61.82	$ 63.67	$ 65.58
Database Analyst/Programmer – Associate	$ 42.56	$ 43.84	$ 45.15	$ 46.51	$ 47.90	$ 49.34	$ 50.82	$ 52.34	$ 53.91
Advanced Database Analyst/Programmer - Senior	$ 103.65	$ 106.76	$ 109.96	$ 113.26	$ 116.66	$ 120.16	$ 123.76	$ 127.48	$ 131.30
Advanced Database Analyst/Programmer - Intermediate	$ 68.76	$ 70.82	$ 72.95	$ 75.14	$ 77.39	$ 79.71	$ 82.10	$ 84.57	$ 87.10
Advanced Database Analyst/Programmer – Associate	$ 42.56	$ 43.84	$ 45.15	$ 46.51	$ 47.90	$ 49.34	$ 50.82	$ 52.34	$ 53.91
Database Librarian	$ 44.19	$ 45.52	$ 46.88	$ 48.29	$ 49.74	$ 51.23	$ 52.77	$ 54.35	$ 55.98
Data Warehousing									
Data Warehousing Project Manager	$ 73.65	$ 75.86	$ 78.14	$ 80.48	$ 82.89	$ 85.38	$ 87.94	$ 90.58	$ 93.30
Data Architect	$ 86.98	$ 89.59	$ 92.28	$ 95.05	$ 97.90	$ 100.83	$ 103.86	$ 106.97	$ 110.18
Data Warehouse Analyst	$ 49.13	$ 50.60	$ 52.12	$ 53.69	$ 55.30	$ 56.96	$ 58.66	$ 60.42	$ 62.24
Data Warehousing Programmer	$ 44.25	$ 45.58	$ 46.94	$ 48.35	$ 49.80	$ 51.30	$ 52.84	$ 54.42	$ 56.05
Data Warehousing Administrator	$ 56.33	$ 58.02	$ 59.76	$ 61.55	$ 63.40	$ 65.30	$ 67.26	$ 69.28	$ 71.36

GOVERNMENT SITE HOURLY RATES	BASE PERIOD					OPTION PERIODS			
LABOR CATEGORIES	YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9
Help Desk/End User Support									
Help Desk Coordinator	$ 42.99	$ 44.28	$ 45.61	$ 46.98	$ 48.39	$ 49.84	$ 51.33	$ 52.87	$ 54.46
Help Desk Support Service Specialist – Senior	$ 49.23	$ 50.71	$ 52.23	$ 53.79	$ 55.41	$ 57.07	$ 58.78	$ 60.55	$ 62.36
Help Desk Support Service Specialist – Intermediate	$ 37.45	$ 38.57	$ 39.73	$ 40.92	$ 42.15	$ 43.41	$ 44.72	$ 46.06	$ 47.44
Help Desk Support Service Specialist – Associate	$ 26.89	$ 27.70	$ 28.53	$ 29.38	$ 30.26	$ 31.17	$ 32.11	$ 33.07	$ 34.06
PC Support Manager	$ 64.59	$ 66.53	$ 68.52	$ 70.58	$ 72.70	$ 74.88	$ 77.12	$ 79.44	$ 81.82
PC Systems Specialist	$ 38.44	$ 39.59	$ 40.78	$ 42.00	$ 43.26	$ 44.56	$ 45.90	$ 47.28	$ 48.69
PC Maintenance Technician	$ 30.51	$ 31.43	$ 32.37	$ 33.34	$ 34.34	$ 35.37	$ 36.43	$ 37.52	$ 38.65
Internet/Web Operations									
Web Project Manager	$ 75.25	$ 77.51	$ 79.83	$ 82.23	$ 84.69	$ 87.24	$ 89.85	$ 92.55	$ 95.32
Web Designer - Senior	$ 61.55	$ 63.40	$ 65.30	$ 67.26	$ 69.28	$ 71.35	$ 73.49	$ 75.70	$ 77.97
Web Designer - Intermediate	$ 47.15	$ 48.56	$ 50.02	$ 51.52	$ 53.07	$ 54.66	$ 56.30	$ 57.99	$ 59.73
Web Designer - Associate	$ 33.69	$ 34.70	$ 35.74	$ 36.81	$ 37.92	$ 39.06	$ 40.23	$ 41.43	$ 42.68
Web software Developer - Senior	$ 74.24	$ 76.47	$ 78.76	$ 81.12	$ 83.56	$ 86.06	$ 88.65	$ 91.31	$ 94.05
Web software Developer - Intermediate	$ 59.18	$ 60.96	$ 62.78	$ 64.67	$ 66.61	$ 68.61	$ 70.66	$ 72.78	$ 74.97
Web software Developer - Associate	$ 45.31	$ 46.67	$ 48.07	$ 49.51	$ 51.00	$ 52.53	$ 54.10	$ 55.73	$ 57.40
Web Technical Administrator	$ 48.08	$ 49.52	$ 51.01	$ 52.54	$ 54.11	$ 55.74	$ 57.41	$ 59.13	$ 60.91
Web Content Administrator	$ 44.38	$ 45.71	$ 47.08	$ 48.50	$ 49.95	$ 51.45	$ 52.99	$ 54.58	$ 56.22
Network Administration/Support									
Network Administrator – Senior	$ 71.44	$ 73.58	$ 75.79	$ 78.06	$ 80.41	$ 82.82	$ 85.30	$ 87.86	$ 90.50
Network Administrator – Intermediate	$ 51.76	$ 53.31	$ 54.91	$ 56.56	$ 58.26	$ 60.00	$ 61.80	$ 63.66	$ 65.57
Network Administrator - Associate	$ 42.19	$ 43.46	$ 44.76	$ 46.10	$ 47.49	$ 48.91	$ 50.38	$ 51.89	$ 53.45
Network Support Technician – Senior	$ 50.38	$ 51.89	$ 53.45	$ 55.05	$ 56.70	$ 58.40	$ 60.16	$ 61.96	$ 63.82
Network Support Technician – Intermediate	$ 40.02	$ 41.22	$ 42.46	$ 43.73	$ 45.04	$ 46.39	$ 47.79	$ 49.22	$ 50.70
Network Support Technician – Associate	$ 33.97	$ 34.99	$ 36.04	$ 37.12	$ 38.23	$ 39.38	$ 40.56	$ 41.78	$ 43.03
Documentation									
Documentation Specialist – Senior	$ 50.82	$ 52.34	$ 53.91	$ 55.53	$ 57.20	$ 58.91	$ 60.68	$ 62.50	$ 64.38
Documentation Specialist – Intermediate	$ 30.91	$ 31.84	$ 32.79	$ 33.78	$ 34.79	$ 35.83	$ 36.91	$ 38.02	$ 39.16
Documentation Specialist –Associate	$ 24.43	$ 25.16	$ 25.92	$ 26.70	$ 27.50	$ 28.32	$ 29.17	$ 30.05	$ 30.95
Technical Editor	$ 48.84	$ 50.31	$ 51.81	$ 53.37	$ 54.97	$ 56.62	$ 58.32	$ 60.07	$ 61.87
CAD Specialist	$ 37.22	$ 38.34	$ 39.49	$ 40.67	$ 41.89	$ 43.15	$ 44.44	$ 45.78	$ 47.15
Graphics Specialist	$ 38.86	$ 40.03	$ 41.23	$ 42.46	$ 43.74	$ 45.05	$ 46.40	$ 47.79	$ 49.23
Draftsman – Senior	$ 59.88	$ 61.68	$ 63.53	$ 65.43	$ 67.40	$ 69.42	$ 71.50	$ 73.64	$ 75.85
Draftsman – Intermediate	$ 46.11	$ 47.49	$ 48.92	$ 50.39	$ 51.90	$ 53.45	$ 55.06	$ 56.71	$ 58.41
Draftsman - Associate	$ 33.82	$ 34.83	$ 35.87	$ 36.95	$ 38.06	$ 39.20	$ 40.38	$ 41.59	$ 42.84
Enterprise Resource Planning (ERP)/Business Process Development									
ERP Business Analyst – Senior	$ 78.07	$ 80.41	$ 82.82	$ 85.31	$ 87.87	$ 90.50	$ 93.22	$ 96.02	$ 98.90
ERP Business Analyst – Intermediate	$ 54.01	$ 55.63	$ 57.30	$ 59.02	$ 60.79	$ 62.61	$ 64.49	$ 66.43	$ 68.42
ERP Business Analyst – Associate	$ 40.92	$ 42.15	$ 43.41	$ 44.71	$ 46.06	$ 47.44	$ 48.86	$ 50.33	$ 51.84
Business Systems Analyst – Senior	$ 71.39	$ 73.53	$ 75.74	$ 78.01	$ 80.35	$ 82.76	$ 85.24	$ 87.80	$ 90.43
Business Systems Analyst – Intermediate	$ 54.01	$ 55.63	$ 57.30	$ 59.02	$ 60.79	$ 62.61	$ 64.49	$ 66.43	$ 68.42
Business Systems Analyst – Associate	$ 40.92	$ 42.15	$ 43.41	$ 44.71	$ 46.06	$ 47.44	$ 48.86	$ 50.33	$ 51.84
IS Training									
Information Systems Training Manager	$ 67.35	$ 69.37	$ 71.45	$ 73.60	$ 75.80	$ 78.08	$ 80.42	$ 82.83	$ 85.32
Information Systems Training Specialist – Senior	$ 54.48	$ 56.11	$ 57.80	$ 59.53	$ 61.32	$ 63.16	$ 65.05	$ 67.00	$ 69.01
Information Systems Training Specialist – Intermediate	$ 36.73	$ 37.83	$ 38.97	$ 40.14	$ 41.34	$ 42.58	$ 43.86	$ 45.17	$ 46.53
Information Systems Training Specialist – Associate	$ 29.71	$ 30.60	$ 31.52	$ 32.46	$ 33.44	$ 34.44	$ 35.48	$ 36.54	$ 37.64
Instructor Technical Training – Senior	$ 63.59	$ 65.50	$ 67.46	$ 69.49	$ 71.57	$ 73.72	$ 75.93	$ 78.21	$ 80.55
Instructor Technical Training – Intermediate	$ 47.05	$ 48.46	$ 49.92	$ 51.41	$ 52.96	$ 54.54	$ 56.18	$ 57.87	$ 59.60
Instructor Technical Training – Associate	$ 32.46	$ 33.43	$ 34.44	$ 35.47	$ 36.53	$ 37.63	$ 38.76	$ 39.92	$ 41.12

GOVERNMENT SITE HOURLY RATES	BASE PERIOD					OPTION PERIODS			
LABOR CATEGORIES	YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9
Audio Visual									
Audio Visual Fabrication Engineer - Senior	$ 79.39	$ 81.77	$ 84.22	$ 86.75	$ 89.35	$ 92.03	$ 94.80	$ 97.64	$ 100.57
Audio Visual Fabrication Engineer - Intermediate	$ 58.29	$ 60.04	$ 61.84	$ 63.70	$ 65.61	$ 67.57	$ 69.60	$ 71.69	$ 73.84
Audio Visual Fabrication Engineer - Associate	$ 23.20	$ 23.90	$ 24.61	$ 25.35	$ 26.11	$ 26.90	$ 27.70	$ 28.53	$ 29.39
Audio Visual Programmer - Senior	$ 74.37	$ 76.60	$ 78.90	$ 81.27	$ 83.70	$ 86.22	$ 88.80	$ 91.47	$ 94.21
Audio Visual Programmer - Intermediate	$ 51.08	$ 52.61	$ 54.19	$ 55.82	$ 57.49	$ 59.22	$ 60.99	$ 62.82	$ 64.71
Audio Visual Programmer - Associate	$ 37.17	$ 38.29	$ 39.43	$ 40.62	$ 41.84	$ 43.09	$ 44.38	$ 45.71	$ 47.09
Artificial Intelligence (AI)									
Artificial Intelligence (AI) Engineer - Intermediate	New Labor Category		$ 130.58	$ 134.50	$ 138.53	$ 142.69	$ 146.97	$ 151.38	
Machine Learning Engineer – Intermediate	New Labor Category		$ 154.92	$ 159.57	$ 164.35	$ 169.29	$ 174.36	$ 179.59	
Machine Learning (Data) Scientist – Senior	New Labor Category		$ 201.80	$ 207.85	$ 214.09	$ 220.51	$ 227.13	$ 233.94	
Cloud Services									
Cloud Architect- Intermediate	New Labor Category		$ 130.11	$ 134.01	$ 138.03	$ 142.17	$ 146.44	$ 150.83	
Cloud Developer - Associate	New Labor Category		$ 115.14	$ 118.59	$ 122.15	$ 125.82	$ 129.59	$ 133.48	
Cloud DevOps Engineer- Intermediate	New Labor Category		$ 140.24	$ 144.45	$ 148.78	$ 153.24	$ 157.84	$ 162.58	
Cloud Engineer - Intermediate	New Labor Category		$ 129.87	$ 133.77	$ 137.78	$ 141.91	$ 146.17	$ 150.55	
Cloud Engineer - Senior	New Labor Category		$ 154.42	$ 159.05	$ 163.82	$ 168.74	$ 173.80	$ 179.02	
Cloud Network Engineer - Intermeiate	New Labor Category		$ 129.57	$ 133.46	$ 137.46	$ 141.58	$ 145.83	$ 150.21	
Cloud Security Engineer - Intermediate	New Labor Category		$ 141.82	$ 146.07	$ 150.46	$ 154.97	$ 159.62	$ 164.41	
Platform Engineer - Intermediate	New Labor Category		$ 130.11	$ 134.01	$ 138.03	$ 142.17	$ 146.44	$ 150.83	
Test Engineer - Intermediate	New Labor Category		$ 112.59	$ 115.97	$ 119.45	$ 123.03	$ 126.72	$ 130.52	
User Interface, User Experience (UI/UX) Designer - Associate	New Labor Category		$ 82.18	$ 84.65	$ 87.18	$ 89.80	$ 92.49	$ 95.27	
Cybersecurity Services									
Cyber Security Architect - Intermediate	New Labor Category		$ 153.09	$ 157.68	$ 162.41	$ 167.29	$ 172.30	$ 177.47	
Data Services									
Data Architect - Senior	New Labor Category		$ 161.67	$ 166.52	$ 171.52	$ 176.66	$ 181.96	$ 187.42	
Data Engineer - Intermediate	New Labor Category		$ 124.97	$ 128.72	$ 132.58	$ 136.56	$ 140.65	$ 144.87	
Data Labeler - Intermediate	New Labor Category		$ 103.78	$ 106.89	$ 110.10	$ 113.40	$ 116.81	$ 120.31	
Data Scientist - Senior	New Labor Category		$ 175.92	$ 181.20	$ 186.63	$ 192.23	$ 198.00	$ 203.94	
Operations Research and Systems Analyst (ORSA) - Intermediate	New Labor Category		$ 113.03	$ 116.42	$ 119.91	$ 123.51	$ 127.22	$ 131.03	
Application Systems									
Continuous Integration, Continuous Delivery or Deployment (CI/CD) Engineer - Intermediate	New Labor Category		$ 130.77	$ 134.69	$ 138.73	$ 142.90	$ 147.18	$ 151.60	
DevOps Engineer - Intermediate	New Labor Category		$ 134.30	$ 138.33	$ 142.48	$ 146.75	$ 151.16	$ 155.69	
Full Stack Developer - Associate	New Labor Category		$ 113.43	$ 116.83	$ 120.34	$ 123.95	$ 127.67	$ 131.50	
DevSecOps Engineer - Intermediate	New Labor Category		$ 141.82	$ 146.07	$ 150.46	$ 154.97	$ 159.62	$ 164.41	
Information Technology Services									
Telecommunications Specialist - Senior	New Labor Category		$ 117.32	$ 120.84	$ 124.46	$ 128.20	$ 132.04	$ 136.01	
Telecommunications Specialist - Intermediate	New Labor Category		$ 97.17	$ 100.09	$ 103.09	$ 106.18	$ 109.37	$ 112.65	
Telecommunications Specialist - Associate	New Labor Category		$ 83.20	$ 85.70	$ 88.27	$ 90.91	$ 93.64	$ 96.45	

CONTRACTOR SITE HOURLY RATES	BASE PERIOD					OPTION PERIODS			
LABOR CATEGORIES	YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9
Program Management									
Program Manager – Senior	$ 126.15	$ 129.93	$ 133.83	$ 137.85	$ 141.98	$ 146.24	$ 150.63	$ 155.15	$ 159.80
Program Manager – Intermediate	$ 71.40	$ 73.54	$ 75.75	$ 78.02	$ 80.36	$ 82.77	$ 85.26	$ 87.81	$ 90.45
Program Manager – Associate	$ 51.53	$ 53.08	$ 54.67	$ 56.31	$ 58.00	$ 59.74	$ 61.53	$ 63.38	$ 65.28
Project Management									
Project Manager - Senior	$ 88.72	$ 91.38	$ 94.12	$ 96.95	$ 99.86	$ 102.85	$ 105.94	$ 109.11	$ 112.39
Project Manager – Intermediate	$ 60.27	$ 62.08	$ 63.94	$ 65.86	$ 67.83	$ 69.87	$ 71.97	$ 74.12	$ 76.35
Project Manager - Associate	$ 45.06	$ 46.41	$ 47.80	$ 49.24	$ 50.72	$ 52.24	$ 53.80	$ 55.42	$ 57.08
Enterprise Architect	$ 149.33	$ 153.81	$ 158.42	$ 163.18	$ 168.07	$ 173.11	$ 178.31	$ 183.66	$ 189.17
Business Analyst -- Functional	$ 64.64	$ 66.58	$ 68.58	$ 70.63	$ 72.75	$ 74.94	$ 77.18	$ 79.50	$ 81.88
Business Analyst -- Technical	$ 44.93	$ 46.28	$ 47.67	$ 49.10	$ 50.57	$ 52.09	$ 53.65	$ 55.26	$ 56.92
Project Administrator	$ 48.60	$ 50.06	$ 51.56	$ 53.11	$ 54.70	$ 56.34	$ 58.03	$ 59.77	$ 61.57
Project Administrator - Associate	$ 37.50	$ 38.63	$ 39.78	$ 40.98	$ 42.21	$ 43.47	$ 44.78	$ 46.12	$ 47.50
Facility Staff Support – Senior	$ 68.93	$ 71.00	$ 73.13	$ 75.32	$ 77.58	$ 79.91	$ 82.31	$ 84.78	$ 87.32
Facility Staff Support – Intermediate	$ 50.99	$ 52.52	$ 54.10	$ 55.72	$ 57.39	$ 59.11	$ 60.88	$ 62.71	$ 64.59
Facility Staff Support – Associate	$ 39.11	$ 40.28	$ 41.49	$ 42.74	$ 44.02	$ 45.34	$ 46.70	$ 48.10	$ 49.54
Quality Assurance									
Quality Assurance Manager– Senior	$ 70.03	$ 72.13	$ 74.29	$ 76.52	$ 78.82	$ 81.18	$ 83.62	$ 86.13	$ 88.71
Quality Assurance Analyst – Intermediate	$ 42.64	$ 43.92	$ 45.24	$ 46.59	$ 47.99	$ 49.43	$ 50.91	$ 52.44	$ 54.02
Quality Assurance Analyst – Associate	$ 31.03	$ 31.96	$ 32.92	$ 33.91	$ 34.92	$ 35.97	$ 37.05	$ 38.16	$ 39.31
IT Systems Architecture									
Chief Enterprise Architect	$ 217.20	$ 223.72	$ 230.43	$ 237.34	$ 244.46	$ 251.79	$ 259.35	$ 267.13	$ 275.14
Lead Enterprise Architect	$ 170.81	$ 175.93	$ 181.21	$ 186.65	$ 192.25	$ 198.02	$ 203.96	$ 210.07	$ 216.38
Senior IT Systems Solution Architect	$ 155.22	$ 159.88	$ 164.67	$ 169.61	$ 174.70	$ 179.94	$ 185.34	$ 190.90	$ 196.63
Client/Server Network Architect	$ 65.66	$ 67.63	$ 69.66	$ 71.75	$ 73.90	$ 76.12	$ 78.40	$ 80.75	$ 83.18
Software Architect	$ 71.00	$ 73.13	$ 75.32	$ 77.58	$ 79.91	$ 82.31	$ 84.78	$ 87.32	$ 89.94
Systems Engineer - Senior	$ 115.84	$ 119.32	$ 122.89	$ 126.58	$ 130.38	$ 134.29	$ 138.32	$ 142.47	$ 146.74
Systems Engineer - Intermediate	$ 62.06	$ 63.92	$ 65.84	$ 67.81	$ 69.85	$ 71.94	$ 74.10	$ 76.33	$ 78.62
Systems Engineer - Associate	$ 44.01	$ 45.33	$ 46.69	$ 48.09	$ 49.53	$ 51.02	$ 52.55	$ 54.13	$ 55.75
Network Engineer – Senior	$ 77.75	$ 80.08	$ 82.48	$ 84.96	$ 87.51	$ 90.13	$ 92.84	$ 95.62	$ 98.49
Network Engineer – Intermediate	$ 56.83	$ 58.53	$ 60.29	$ 62.10	$ 63.96	$ 65.88	$ 67.86	$ 69.89	$ 71.99
Network Engineer – Associate	$ 44.73	$ 46.07	$ 47.45	$ 48.88	$ 50.34	$ 51.85	$ 53.41	$ 55.01	$ 56.66
Managed System Engineer - Senior	$ 40.36	$ 41.57	$ 42.82	$ 44.10	$ 45.43	$ 46.79	$ 48.19	$ 49.64	$ 51.13
Managed Systems Engineer - Intermediate	$ 35.01	$ 36.06	$ 37.14	$ 38.26	$ 39.40	$ 40.59	$ 41.80	$ 43.06	$ 44.35
Managed Systems Engineer - Associate	$ 29.11	$ 29.98	$ 30.88	$ 31.81	$ 32.76	$ 33.75	$ 34.76	$ 35.80	$ 36.88
Application Systems									
Applications Systems Analyst – Senior	$ 65.32	$ 67.28	$ 69.30	$ 71.38	$ 73.52	$ 75.72	$ 78.00	$ 80.34	$ 82.75
Applications Systems Analyst – Intermediate	$ 47.51	$ 48.94	$ 50.40	$ 51.92	$ 53.47	$ 55.08	$ 56.73	$ 58.43	$ 60.18
Applications Systems Analyst – Associate	$ 29.11	$ 29.98	$ 30.88	$ 31.81	$ 32.76	$ 33.75	$ 34.76	$ 35.80	$ 36.88
Software Engineer – Senior	$ 91.10	$ 93.83	$ 96.65	$ 99.55	$ 102.53	$ 105.61	$ 108.78	$ 112.04	$ 115.40
Software Engineer – Intermediate	$ 61.04	$ 62.87	$ 64.76	$ 66.70	$ 68.70	$ 70.76	$ 72.88	$ 75.07	$ 77.32
Software Engineer – Associate	$ 30.66	$ 31.58	$ 32.53	$ 33.50	$ 34.51	$ 35.54	$ 36.61	$ 37.71	$ 38.84
Applications Programmer – Senior	$ 81.35	$ 83.79	$ 86.30	$ 88.89	$ 91.56	$ 94.31	$ 97.14	$ 100.05	$ 103.05
Applications Programmer – Intermediate	$ 57.94	$ 59.68	$ 61.47	$ 63.31	$ 65.21	$ 67.17	$ 69.18	$ 71.26	$ 73.40
Applications Programmer – Associate	$ 43.48	$ 44.78	$ 46.13	$ 47.51	$ 48.94	$ 50.41	$ 51.92	$ 53.47	$ 55.08
IT Certified Professional – Senior	$ 76.86	$ 79.17	$ 81.54	$ 83.99	$ 86.51	$ 89.10	$ 91.77	$ 94.53	$ 97.36
IT Certified Professional –Intermediate	$ 43.71	$ 45.02	$ 46.37	$ 47.76	$ 49.20	$ 50.67	$ 52.19	$ 53.76	$ 55.37
IT Certified Professional – Associate	$ 30.66	$ 31.58	$ 32.53	$ 33.50	$ 34.51	$ 35.54	$ 36.61	$ 37.71	$ 38.84

CONTRACTOR SITE HOURLY RATES	BASE PERIOD					OPTION PERIODS			
LABOR CATEGORIES	YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9
Operations and Logistics									
Seat Management Administrator.	$ 45.13	$ 46.48	$ 47.88	$ 49.31	$ 50.79	$ 52.32	$ 53.89	$ 55.50	$ 57.17
Configuration Management (CM) Specialist - Senior	$ 60.10	$ 61.90	$ 63.76	$ 65.67	$ 67.64	$ 69.67	$ 71.76	$ 73.92	$ 76.13
Configuration Management (CM) Specialist - Intermediate	$ 41.14	$ 42.37	$ 43.65	$ 44.95	$ 46.30	$ 47.69	$ 49.12	$ 50.60	$ 52.11
Configuration Management (CM) Specialist - Associate	$ 30.06	$ 30.96	$ 31.89	$ 32.85	$ 33.83	$ 34.85	$ 35.89	$ 36.97	$ 38.08
Computer Operator – Senior	$ 34.28	$ 35.31	$ 36.37	$ 37.46	$ 38.58	$ 39.74	$ 40.93	$ 42.16	$ 43.42
Computer Operator – Intermediate	$ 28.31	$ 29.16	$ 30.03	$ 30.94	$ 31.86	$ 32.82	$ 33.80	$ 34.82	$ 35.86
Computer Operator – Associate	$ 24.51	$ 25.25	$ 26.00	$ 26.78	$ 27.59	$ 28.41	$ 29.27	$ 30.14	$ 31.05
Distribution Operations Specialist – Senior	$ 59.07	$ 60.84	$ 62.67	$ 64.55	$ 66.48	$ 68.48	$ 70.53	$ 72.65	$ 74.83
Distribution Operations Specialist – Intermediate	$ 40.50	$ 41.72	$ 42.97	$ 44.26	$ 45.58	$ 46.95	$ 48.36	$ 49.81	$ 51.30
Distribution Operations Specialist - Associate	$ 30.68	$ 31.60	$ 32.55	$ 33.52	$ 34.53	$ 35.57	$ 36.63	$ 37.73	$ 38.86
Information Assurance									
Information Assurance Engineer - Senior	$ 119.15	$ 122.72	$ 126.41	$ 130.20	$ 134.10	$ 138.13	$ 142.27	$ 146.54	$ 150.94
Information Assurance Engineer - Intermediate	$ 69.65	$ 71.74	$ 73.89	$ 76.11	$ 78.39	$ 80.74	$ 83.17	$ 85.66	$ 88.23
Information Assurance Engineer - Associate	$ 39.25	$ 40.43	$ 41.64	$ 42.89	$ 44.18	$ 45.50	$ 46.87	$ 48.27	$ 49.72
Information Systems Auditor – Senior	$ 60.12	$ 61.92	$ 63.78	$ 65.69	$ 67.67	$ 69.70	$ 71.79	$ 73.94	$ 76.16
Information Systems Auditor – Intermediate	$ 45.82	$ 47.19	$ 48.61	$ 50.07	$ 51.57	$ 53.12	$ 54.71	$ 56.35	$ 58.04
Information Systems Auditor – Associate	$ 38.63	$ 39.79	$ 40.98	$ 42.21	$ 43.48	$ 44.78	$ 46.13	$ 47.51	$ 48.94
Data Security Analyst – Senior	$ 64.97	$ 66.92	$ 68.93	$ 70.99	$ 73.12	$ 75.32	$ 77.58	$ 79.90	$ 82.30
Data Security Analyst – Intermediate	$ 51.83	$ 53.38	$ 54.99	$ 56.64	$ 58.34	$ 60.09	$ 61.89	$ 63.74	$ 65.66
Data Security Analyst – Associate	$ 43.27	$ 44.57	$ 45.91	$ 47.28	$ 48.70	$ 50.16	$ 51.67	$ 53.22	$ 54.81
Disaster Recovery/COOP/Contingency Administrator	$ 66.16	$ 68.14	$ 70.19	$ 72.29	$ 74.46	$ 76.70	$ 79.00	$ 81.37	$ 83.81
Information Security Specialist - Senior	$ 70.20	$ 72.31	$ 74.48	$ 76.71	$ 79.01	$ 81.38	$ 83.82	$ 86.34	$ 88.93
Information Security Specialist - Intermediate	$ 55.47	$ 57.13	$ 58.85	$ 60.61	$ 62.43	$ 64.30	$ 66.23	$ 68.22	$ 70.27
Information Security Specialist - Associate	$ 39.25	$ 40.43	$ 41.64	$ 42.89	$ 44.18	$ 45.50	$ 46.87	$ 48.27	$ 49.72
IA Policy and Compliance Certified Professional – Senior	$ 82.40	$ 84.87	$ 87.42	$ 90.04	$ 92.74	$ 95.52	$ 98.39	$ 101.34	$ 104.38
IA Policy and Compliance Certified Professional – Intermediate	$ 56.73	$ 58.43	$ 60.18	$ 61.99	$ 63.85	$ 65.77	$ 67.74	$ 69.77	$ 71.86
IA Policy and Compliance Certified Professional – Associate	$ 38.63	$ 39.79	$ 40.98	$ 42.21	$ 43.48	$ 44.78	$ 46.13	$ 47.51	$ 48.94
Cyber Operations Research Analyst – Senior	$ 69.31	$ 71.39	$ 73.53	$ 75.74	$ 78.01	$ 80.35	$ 82.76	$ 85.24	$ 87.80
Cyber Operations Research Analyst – Intermediate	$ 49.61	$ 51.10	$ 52.63	$ 54.21	$ 55.84	$ 57.51	$ 59.24	$ 61.01	$ 62.84
Cyber Operations Research Analyst – Associate	$ 37.47	$ 38.59	$ 39.75	$ 40.94	$ 42.17	$ 43.44	$ 44.74	$ 46.08	$ 47.47
Cyber Operations Malware Analyst – Senior	$ 102.24	$ 105.31	$ 108.47	$ 111.72	$ 115.07	$ 118.52	$ 122.08	$ 125.74	$ 129.51
Cyber Operations Malware Analyst – Intermediate	$ 61.97	$ 63.83	$ 65.74	$ 67.72	$ 69.75	$ 71.84	$ 74.00	$ 76.22	$ 78.50
Cyber Operations Malware Analyst – Associate	$ 39.25	$ 40.43	$ 41.64	$ 42.89	$ 44.18	$ 45.50	$ 46.87	$ 48.27	$ 49.72
Cyber Watch Operations Certified Analyst – Senior	$ 81.34	$ 83.78	$ 86.29	$ 88.88	$ 91.55	$ 94.30	$ 97.12	$ 100.04	$ 103.04
Cyber Watch Operations Certified Analyst – Intermediate	$ 58.90	$ 60.67	$ 62.49	$ 64.36	$ 66.29	$ 68.28	$ 70.33	$ 72.44	$ 74.61
Cyber Watch Operations Certified Analyst – Associate	$ 39.25	$ 40.43	$ 41.64	$ 42.89	$ 44.18	$ 45.50	$ 46.87	$ 48.27	$ 49.72
System Administration									
Systems Administrator – Senior	$ 74.18	$ 76.41	$ 78.70	$ 81.06	$ 83.49	$ 85.99	$ 88.57	$ 91.23	$ 93.97
Systems Administrator – Intermediate	$ 51.28	$ 52.82	$ 54.40	$ 56.04	$ 57.72	$ 59.45	$ 61.23	$ 63.07	$ 64.96
Systems Administrator -Associate	$ 39.17	$ 40.35	$ 41.56	$ 42.80	$ 44.09	$ 45.41	$ 46.77	$ 48.17	$ 49.62
Data Administration									
Database Administrator	$ 97.42	$ 100.34	$ 103.35	$ 106.45	$ 109.65	$ 112.94	$ 116.32	$ 119.81	$ 123.41
Database Analyst/Programmer – Senior	$ 72.05	$ 74.21	$ 76.44	$ 78.73	$ 81.09	$ 83.53	$ 86.03	$ 88.61	$ 91.27
Database Analyst/Programmer – Intermediate	$ 52.33	$ 53.90	$ 55.52	$ 57.18	$ 58.90	$ 60.66	$ 62.48	$ 64.36	$ 66.29
Database Analyst/Programmer – Associate	$ 43.04	$ 44.33	$ 45.66	$ 47.03	$ 48.44	$ 49.90	$ 51.39	$ 52.93	$ 54.52
Advanced Database Analyst/Programmer - Senior	$ 104.78	$ 107.92	$ 111.16	$ 114.50	$ 117.93	$ 121.47	$ 125.11	$ 128.87	$ 132.73
Advanced Database Analyst/Programmer - Intermediate	$ 69.51	$ 71.60	$ 73.74	$ 75.96	$ 78.23	$ 80.58	$ 83.00	$ 85.49	$ 88.05
Advanced Database Analyst/Programmer – Associate	$ 43.04	$ 44.33	$ 45.66	$ 47.03	$ 48.44	$ 49.90	$ 51.39	$ 52.93	$ 54.52
Database Librarian	$ 44.68	$ 46.02	$ 47.40	$ 48.82	$ 50.29	$ 51.80	$ 53.35	$ 54.95	$ 56.60
Data Warehousing									
Data Warehousing Project Manager	$ 74.45	$ 76.68	$ 78.98	$ 81.35	$ 83.79	$ 86.31	$ 88.90	$ 91.56	$ 94.31
Data Architect	$ 87.92	$ 90.56	$ 93.27	$ 96.07	$ 98.95	$ 101.92	$ 104.98	$ 108.13	$ 111.37
Data Warehouse Analyst	$ 49.67	$ 51.16	$ 52.69	$ 54.28	$ 55.90	$ 57.58	$ 59.31	$ 61.09	$ 62.92
Data Warehousing Programmer	$ 44.73	$ 46.07	$ 47.45	$ 48.88	$ 50.34	$ 51.85	$ 53.41	$ 55.01	$ 56.66
Data Warehousing Administrator	$ 56.94	$ 58.65	$ 60.41	$ 62.22	$ 64.09	$ 66.01	$ 67.99	$ 70.03	$ 72.13

CONTRACTOR SITE HOURLY RATES	BASE PERIOD					OPTION PERIODS			
LABOR CATEGORIES	YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9
Help Desk/End User Support									
Help Desk Coordinator	$ 43.47	$ 44.77	$ 46.12	$ 47.50	$ 48.93	$ 50.39	$ 51.91	$ 53.46	$ 55.07
Help Desk Support Service Specialist – Senior	$ 49.77	$ 51.26	$ 52.80	$ 54.39	$ 56.02	$ 57.70	$ 59.43	$ 61.21	$ 63.05
Help Desk Support Service Specialist – Intermediate	$ 37.86	$ 39.00	$ 40.17	$ 41.37	$ 42.61	$ 43.89	$ 45.21	$ 46.56	$ 47.96
Help Desk Support Service Specialist – Associate	$ 27.20	$ 28.02	$ 28.86	$ 29.72	$ 30.61	$ 31.53	$ 32.48	$ 33.45	$ 34.46
PC Support Manager	$ 65.31	$ 67.27	$ 69.29	$ 71.37	$ 73.51	$ 75.71	$ 77.98	$ 80.32	$ 82.73
PC Systems Specialist	$ 38.86	$ 40.03	$ 41.23	$ 42.46	$ 43.74	$ 45.05	$ 46.40	$ 47.79	$ 49.23
PC Maintenance Technician	$ 30.86	$ 31.79	$ 32.74	$ 33.72	$ 34.73	$ 35.78	$ 36.85	$ 37.95	$ 39.09
Internet/Web Operations									
Web Project Manager	$ 76.08	$ 78.36	$ 80.71	$ 83.13	$ 85.63	$ 88.20	$ 90.84	$ 93.57	$ 96.38
Web Designer - Senior	$ 62.22	$ 64.09	$ 66.01	$ 67.99	$ 70.03	$ 72.13	$ 74.29	$ 76.52	$ 78.82
Web Designer - Intermediate	$ 47.66	$ 49.09	$ 50.56	$ 52.08	$ 53.64	$ 55.25	$ 56.91	$ 58.62	$ 60.37
Web Designer - Associate	$ 34.05	$ 35.07	$ 36.12	$ 37.21	$ 38.32	$ 39.47	$ 40.66	$ 41.88	$ 43.13
Web software Developer - Senior	$ 75.05	$ 77.30	$ 79.62	$ 82.01	$ 84.47	$ 87.00	$ 89.61	$ 92.30	$ 95.07
Web software Developer - Intermediate	$ 59.82	$ 61.61	$ 63.46	$ 65.37	$ 67.33	$ 69.35	$ 71.43	$ 73.57	$ 75.78
Web software Developer - Associate	$ 45.80	$ 47.17	$ 48.59	$ 50.05	$ 51.55	$ 53.09	$ 54.69	$ 56.33	$ 58.02
Web Technical Administrator	$ 48.61	$ 50.07	$ 51.57	$ 53.12	$ 54.71	$ 56.35	$ 58.04	$ 59.78	$ 61.58
Web Content Administrator	$ 44.86	$ 46.21	$ 47.59	$ 49.02	$ 50.49	$ 52.01	$ 53.57	$ 55.17	$ 56.83
Network Administration/Support									
Network Administrator – Senior	$ 72.22	$ 74.39	$ 76.62	$ 78.92	$ 81.28	$ 83.72	$ 86.23	$ 88.82	$ 91.49
Network Administrator – Intermediate	$ 52.32	$ 53.89	$ 55.51	$ 57.17	$ 58.89	$ 60.65	$ 62.47	$ 64.35	$ 66.28
Network Administrator - Associate	$ 42.66	$ 43.94	$ 45.26	$ 46.62	$ 48.01	$ 49.45	$ 50.94	$ 52.47	$ 54.04
Network Support Technician – Senior	$ 50.94	$ 52.47	$ 54.04	$ 55.66	$ 57.33	$ 59.05	$ 60.83	$ 62.65	$ 64.53
Network Support Technician – Intermediate	$ 40.46	$ 41.67	$ 42.92	$ 44.21	$ 45.54	$ 46.90	$ 48.31	$ 49.76	$ 51.25
Network Support Technician – Associate	$ 34.34	$ 35.37	$ 36.43	$ 37.52	$ 38.65	$ 39.81	$ 41.00	$ 42.23	$ 43.50
Documentation									
Documentation Specialist – Senior	$ 51.39	$ 52.93	$ 54.52	$ 56.16	$ 57.84	$ 59.58	$ 61.36	$ 63.20	$ 65.10
Documentation Specialist – Intermediate	$ 31.25	$ 32.19	$ 33.15	$ 34.15	$ 35.17	$ 36.23	$ 37.31	$ 38.43	$ 39.59
Documentation Specialist –Associate	$ 24.70	$ 25.44	$ 26.20	$ 26.99	$ 27.80	$ 28.63	$ 29.49	$ 30.38	$ 31.29
Technical Editor	$ 49.37	$ 50.85	$ 52.38	$ 53.95	$ 55.57	$ 57.23	$ 58.95	$ 60.72	$ 62.54
CAD Specialist	$ 37.63	$ 38.76	$ 39.92	$ 41.12	$ 42.35	$ 43.62	$ 44.93	$ 46.28	$ 47.67
Graphics Specialist	$ 39.29	$ 40.47	$ 41.68	$ 42.93	$ 44.22	$ 45.55	$ 46.91	$ 48.32	$ 49.77
Draftsman – Senior	$ 60.54	$ 62.36	$ 64.23	$ 66.15	$ 68.14	$ 70.18	$ 72.29	$ 74.46	$ 76.69
Draftsman – Intermediate	$ 46.61	$ 48.01	$ 49.45	$ 50.93	$ 52.46	$ 54.03	$ 55.65	$ 57.32	$ 59.04
Draftsman - Associate	$ 34.18	$ 35.21	$ 36.26	$ 37.35	$ 38.47	$ 39.62	$ 40.81	$ 42.04	$ 43.30
Enterprise Resource Planning (ERP)/Business Process Development									
ERP Business Analyst – Senior	$ 78.93	$ 81.30	$ 83.74	$ 86.25	$ 88.84	$ 91.50	$ 94.25	$ 97.07	$ 99.99
ERP Business Analyst – Intermediate	$ 54.61	$ 56.25	$ 57.94	$ 59.67	$ 61.46	$ 63.31	$ 65.21	$ 67.16	$ 69.18
ERP Business Analyst – Associate	$ 41.36	$ 42.60	$ 43.88	$ 45.20	$ 46.55	$ 47.95	$ 49.39	$ 50.87	$ 52.39
Business Systems Analyst – Senior	$ 72.18	$ 74.35	$ 76.58	$ 78.87	$ 81.24	$ 83.68	$ 86.19	$ 88.77	$ 91.44
Business Systems Analyst – Intermediate	$ 54.61	$ 56.25	$ 57.94	$ 59.67	$ 61.46	$ 63.31	$ 65.21	$ 67.16	$ 69.18
Business Systems Analyst – Associate	$ 41.36	$ 42.60	$ 43.88	$ 45.20	$ 46.55	$ 47.95	$ 49.39	$ 50.87	$ 52.39
IS Training									
Information Systems Training Manager	$ 68.09	$ 70.13	$ 72.24	$ 74.40	$ 76.64	$ 78.93	$ 81.30	$ 83.74	$ 86.25
Information Systems Training Specialist – Senior	$ 55.07	$ 56.72	$ 58.42	$ 60.18	$ 61.98	$ 63.84	$ 65.76	$ 67.73	$ 69.76
Information Systems Training Specialist – Intermediate	$ 37.13	$ 38.24	$ 39.39	$ 40.57	$ 41.79	$ 43.04	$ 44.34	$ 45.67	$ 47.04
Information Systems Training Specialist – Associate	$ 30.05	$ 30.95	$ 31.88	$ 32.84	$ 33.82	$ 34.84	$ 35.88	$ 36.96	$ 38.07
Instructor Technical Training – Senior	$ 64.28	$ 66.21	$ 68.19	$ 70.24	$ 72.35	$ 74.52	$ 76.75	$ 79.06	$ 81.43
Instructor Technical Training – Intermediate	$ 47.56	$ 48.99	$ 50.46	$ 51.97	$ 53.53	$ 55.14	$ 56.79	$ 58.49	$ 60.25
Instructor Technical Training – Associate	$ 32.82	$ 33.80	$ 34.82	$ 35.86	$ 36.94	$ 38.05	$ 39.19	$ 40.36	$ 41.58

CONTRACTOR SITE HOURLY RATES	BASE PERIOD					OPTION PERIODS			
LABOR CATEGORIES	YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9
Audio Visual									
Audio Visual Fabrication Engineer - Senior	$ 80.26	$ 82.67	$ 85.15	$ 87.70	$ 90.33	$ 93.04	$ 95.83	$ 98.71	$ 101.67
Audio Visual Fabrication Engineer - Intermediate	$ 58.93	$ 60.70	$ 62.52	$ 64.39	$ 66.33	$ 68.32	$ 70.37	$ 72.48	$ 74.65
Audio Visual Fabrication Engineer - Associate	$ 23.45	$ 24.15	$ 24.88	$ 25.62	$ 26.39	$ 27.18	$ 28.00	$ 28.84	$ 29.71
Audio Visual Programmer - Senior	$ 75.18	$ 77.44	$ 79.76	$ 82.15	$ 84.62	$ 87.15	$ 89.77	$ 92.46	$ 95.24
Audio Visual Programmer - Intermediate	$ 51.64	$ 53.19	$ 54.78	$ 56.43	$ 58.12	$ 59.86	$ 61.66	$ 63.51	$ 65.42
Audio Visual Programmer - Associate	$ 37.58	$ 38.71	$ 39.87	$ 41.06	$ 42.30	$ 43.57	$ 44.87	$ 46.22	$ 47.61
Artificial Intelligence (AI)									
Artificial Intelligence (AI) Engineer - Intermediate	New Labor Category			$ 139.21	$ 143.39	$ 147.69	$ 152.12	$ 156.68	$ 161.38
Machine Learning Engineer – Intermediate	New Labor Category			$ 165.15	$ 170.10	$ 175.21	$ 180.46	$ 185.88	$ 191.45
Machine Learning (Data) Scientist – Senior	New Labor Category			$ 215.12	$ 221.57	$ 228.22	$ 235.07	$ 242.12	$ 249.38
Cloud Services									
Cloud Architect- Intermediate	New Labor Category			$ 138.71	$ 142.87	$ 147.16	$ 151.57	$ 156.12	$ 160.80
Cloud Developer - Associate	New Labor Category			$ 122.75	$ 126.43	$ 130.23	$ 134.13	$ 138.16	$ 142.30
Cloud DevOps Engineer- Intermediate	New Labor Category			$ 149.51	$ 154.00	$ 158.62	$ 163.37	$ 168.27	$ 173.32
Cloud Engineer - Intermediate	New Labor Category			$ 138.45	$ 142.60	$ 146.88	$ 151.29	$ 155.83	$ 160.50
Cloud Engineer - Senior	New Labor Category			$ 164.63	$ 169.57	$ 174.66	$ 179.90	$ 185.29	$ 190.85
Cloud Network Engineer - Intermeiate	New Labor Category			$ 138.14	$ 142.28	$ 146.55	$ 150.95	$ 155.48	$ 160.14
Cloud Security Engineer - Intermediate	New Labor Category			$ 151.20	$ 155.74	$ 160.41	$ 165.22	$ 170.18	$ 175.28
Platform Engineer - Intermediate	New Labor Category			$ 138.71	$ 142.87	$ 147.16	$ 151.57	$ 156.12	$ 160.80
Test Engineer - Intermediate	New Labor Category			$ 120.05	$ 123.65	$ 127.36	$ 131.18	$ 135.12	$ 139.17
User Interface, User Experience (UI/UX) Designer - Associate	New Labor Category			$ 87.62	$ 90.25	$ 92.96	$ 95.74	$ 98.62	$ 101.58
Cybersecurity Services									
Cyber Security Architect - Intermediate	New Labor Category			$ 163.20	$ 168.10	$ 173.14	$ 178.33	$ 183.68	$ 189.19
Data Services									
Data Architect - Senior	New Labor Category			$ 172.35	$ 177.52	$ 182.85	$ 188.33	$ 193.98	$ 199.80
Data Engineer - Intermediate	New Labor Category			$ 133.23	$ 137.23	$ 141.34	$ 145.58	$ 149.95	$ 154.45
Data Labeler - Intermediate	New Labor Category			$ 110.64	$ 113.96	$ 117.38	$ 120.90	$ 124.53	$ 128.26
Data Scientist - Senior	New Labor Category			$ 187.54	$ 193.17	$ 198.96	$ 204.93	$ 211.08	$ 217.41
Operations Research and Systems Analyst (ORSA) - Intermediate	New Labor Category			$ 120.50	$ 124.12	$ 127.84	$ 131.67	$ 135.62	$ 139.69
Application Systems									
Continuous Integration, Continuous Delivery or Deployment (CI/CD) Engineer - Intermediate	New Labor Category			$ 139.41	$ 143.59	$ 147.90	$ 152.34	$ 156.91	$ 161.61
DevOps Engineer - Intermediate	New Labor Category			$ 143.17	$ 147.47	$ 151.89	$ 156.45	$ 161.14	$ 165.97
Full Stack Developer - Associate	New Labor Category			$ 120.93	$ 124.56	$ 128.29	$ 132.14	$ 136.11	$ 140.19
DevSecOps Engineer - Intermediate	New Labor Category			$ 151.20	$ 155.74	$ 160.41	$ 165.22	$ 170.18	$ 175.28
Information Technology Services									
Telecommunications Specialist - Senior	New Labor Category			$ 125.07	$ 128.82	$ 132.69	$ 136.67	$ 140.77	$ 144.99
Telecommunications Specialist - Intermediate	New Labor Category			$ 103.59	$ 106.70	$ 109.90	$ 113.20	$ 116.59	$ 120.09
Telecommunications Specialist - Associate	New Labor Category			$ 88.69	$ 91.35	$ 94.09	$ 96.91	$ 99.82	$ 102.82