

*Sawdey
Solution
Services
I n c o r p o r a t e d*

COMMERCIAL PRICE LIST

2016

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	Labor Category	Labor Category Description	Education	Yrs. Exp.	Commercial Price
1	Acquisition Analyst 1	Assists government procurement agencies to define proposals (RFQ) and qualify vendors. Applies knowledge of the defense acquisition process to support customers in the analysis and improvement of acquisition process policy and procedures.	Bachelor	Entry	\$68.00
2	Acquisition Analyst 2	Assists government procurement agencies to define proposals (RFQ) and qualify vendors. Applies knowledge of the defense acquisition process to support customers in the analysis and improvement of acquisition process policy and procedures. Assists with strategies for deploying and implementing new acquisition policy initiatives and measuring the effectiveness of implementation. Uses quantitative analytical techniques to assess system acquisition process issues and develop risk reduction/mitigation approaches for improving acquisition/program planning, control, and execution.	Bachelor	2	\$89.00
3	Acquisition Analyst 3	Assists government procurement agencies to define proposals (RFQ) and qualify vendors. Applies knowledge of the defense acquisition process to support customers in the analysis and improvement of acquisition process policy and procedures. Devises strategies for deploying and implementing new acquisition policy initiatives and measuring the effectiveness of implementation. Uses quantitative analytical techniques to assess system acquisition process issues and develop risk reduction/mitigation approaches for improving acquisition/program planning, control, and execution.	Bachelor	5	\$110.00
4	Acquisition Analyst 4	Assists government procurement agencies to define proposals (RFQ) and qualify vendors. Applies comprehensive knowledge of the defense acquisition process to support customers in the analysis and improvement of acquisition process policy and procedures. Devises innovative strategies for deploying and implementing new acquisition policy initiatives and measuring the effectiveness of implementation. Uses quantitative analytical techniques to assess system acquisition process issues and develop risk reduction/mitigation approaches for improving acquisition/program planning, control, and execution.	Bachelor	8	\$152.00
5	Acquisition Analyst 5	Assists government procurement agencies to define proposals (RFQ) and qualify vendors. Applies knowledge of the defense acquisition process to support customers in the analysis and improvement of acquisition process policy and procedures. Devises strategies for deploying and implementing new acquisition policy initiatives and measuring the effectiveness of implementation. Uses quantitative analytical techniques to assess system acquisition process issues and develop risk reduction/mitigation approaches for improving acquisition/program planning, control, and execution.	Bachelor	10+	\$165.00
6	Acquisition Analyst Senior III	Assists government procurement agencies to define proposals (RFQ) and qualify vendors. Applies knowledge of the defense acquisition process to support customers in the analysis and improvement of acquisition process policy and procedures. Devises strategies for deploying and implementing new acquisition policy initiatives and measuring the effectiveness of implementation. Uses quantitative analytical techniques to assess system acquisition process issues and develop risk reduction/mitigation approaches for improving acquisition/program planning, control, and execution.	Bachelor	10	\$173.00
7	Administrative Assistant II	Performs a variety of administrative functions. Schedules appointments, gives information to callers, and takes dictation. Composes memos, transcribes notes, and researches and creates presentations. Generates reports, handles multiple projects, and prepares and monitors invoices and expense reports. May assist with compiling and developing the annual budget. Requires a high school diploma with at least 5 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May direct and lead the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.	HS	5	\$63.00

	Labor Category	Labor Category Description	Education	Yrs. Exp.	Commercial Price
8	Administrative Specialist 1	Performs a variety of administrative functions. Schedules appointments, gives information to callers, and takes dictation. Composes memos, transcribes notes, and researches and creates presentations. Generates reports, handles multiple projects, and prepares and monitors invoices and expense reports. May assist with compiling and developing the annual budget. Requires a high school diploma with at least 5 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May direct and lead the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.	HS	7	\$68.00
9	Administrative Specialist 2	Performs a variety of administrative functions. Schedules appointments, gives information to callers, and takes dictation. Composes memos, transcribes notes, and researches and creates presentations. Generates reports, handles multiple projects, and prepares and monitors invoices and expense reports. May assist with compiling and developing the annual budget. Requires a high school diploma with at least 5 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May direct and lead the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.			\$74.00
10	Administrative Specialist 3	Performs a variety of administrative functions. Schedules appointments, gives information to callers, and takes dictation. Composes memos, transcribes notes, and researches and creates presentations. Generates reports, handles multiple projects, and prepares and monitors invoices and expense reports. May assist with compiling and developing the annual budget. Requires a high school diploma with at least 5 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May direct and lead the work of others. A wide degree of creativity and latitude is expected.			\$84.00
11	Administrative Support Senior	Responsible for a wide variety of detailed administrative, clerical, and management analysis tasks including financial and administrative responsibilities. This includes facilities, logistics, and day-to-day activities for large and/or complex programs, organizations or proposals. The front line contact to the customer for the Program Manager. Anticipates and responds to customer needs and serves as primary point of contact for customers. Has a thorough understanding of program requirements. Recommends and develops techniques for estimating parameters for proposals. Provides work leadership for lower level employees. Excludes personnel whose primary responsibility is cost accounting, financial analysis, traditional secretarial/administrative support and those with full supervisory responsibilities.	Bachelor	6	\$79.00
12	Analyst I	Assists in performing routine analysis and systems design. Gathers information from users for analysis of problem areas and prepares elementary feasibility studies. Assists in preparation of systems specifications. Prepares basic functional process charts describing existing and proposed operations and routine logic flow charts of basic systems. May prepare detailed record layouts from specifications provided by others. May conduct elementary forms design and layout activities.	Bachelor	0	\$105.00

	Labor Category	Labor Category Description	Education	Yrs. Exp.	Commercial Price
13	Analyst/Trainer II	Performs analysis and systems design for a variety of applications. Analyzes procedures and systems to refine their formulation and converts them to programmable formats. Gathers information from users for analysis of problem areas. Participates in or may plan and conduct preliminary studies of potential data processing applications and prepares design proposals to reflect cost, time, and alternative actions to satisfy existing and future needs. Develops detailed system specifications for conversion to programming language by staff programmers. Recommends conversion and system implementation plans including user training and orientation.	Bachelor	2	\$126.00
14	Analyst Senior	Analyzes and evaluates user requirements by coordinating with the user to define the problem, data availability, report requirements, and system design problems. Defines systems objectives and prepares system design specifications to meet user requirements and satisfy interface problems. Analyzes alternate means of deriving input data to select the most accurate, feasible and economical methods. Defines input and output file specifications including file organization. Defines controls, conversion procedures, and system implementation plans including user training and orientation. May provide work leadership to lower level employees. Excludes those with full supervisory responsibilities.	Bachelor	5	\$158.00
15	Biometrics /Data Manager	Manages clinical data. Assists in standardizing data management procedures such as documentation for departmental operating procedures. Requires a Bachelor in area of specialty and 2-4 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.	Bachelor	2-4	\$79.00
16	Budget Analyst	Compiles and analyzes financial information for an organization. Develops integrated revenue/expense analyses, projections, reports, and presentations. Creates and analyzes monthly, quarterly, and annual reports and ensures financial information has been recorded accurately. Identifies trends and developments in competitive environments and presents findings to senior management. Performs financial forecasting and reconciliation of internal accounts. Requires a bachelor's degree and 2-4 years of experience in the field or in a related area. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. A certain degree of creativity and latitude is required. Typically reports to a supervisor or manager.	Bachelor	2-4	\$89.00
17	Business Administrator 1	Responsible for financial and administrative responsibilities including facilities, logistics, and day-to-day activities such as budgeting, reporting, and facilities coordination for relatively small and/or routine and well-established programs, organizations, or proposals. The incumbent is quite often the front line contact to the customer for the Program Manager. Assists in establishing budgets and monitoring performance, status reporting, documentation and pricing for proposals. Emphasis is on day-to-day administration, planning and tracking. Excludes personnel whose primary responsibility is cost accounting, financial analysis, or traditional secretarial/administrative support. THIS IS NOT A TRADITIONAL SECRETARIAL OR ADMIN SUPPORT POSITION.	Bachelor	Entry	\$84.00
18	Business Administrator 2	Responsible for detailed financial and administrative responsibilities including facilities, logistics, and day-to-day activities such as budgeting, reporting, estimating, analysis, etc. for moderate sized programs, organizations or proposals. The incumbent is quite often the front line contact to the customer for the Program Manager. Performs cost/schedule variance analysis and provides resulting recommendations. Participates in budget preparation and monitors expenses. Prepares or assists in the preparation of cost-to-completes. Assists in preparing estimates. Interprets and implements customer requirements for moderately complex cost proposals. Excludes personnel whose primary responsibility is cost accounting, financial analysis, or traditional secretarial/administrative support. THIS IS NOT A TRADITIONAL SECRETARIAL OR ADMIN SUPPORT POSITION.	Bachelor	2	\$95.00
19	Business Administrator 3	Responsible for a wide variety of detailed financial and administrative responsibilities including facilities, logistics, and day-to-day activities for relatively large and/or complex programs, organizations, or proposals. Participates in budget preparation and may authorize budget expenditures. Recommends procedures to be used to monitor programs, organizations, or proposals. The incumbent is quite often the front line contact to the customer for the Program Manager. Interprets and implements cost proposal estimating, pricing and documentation requirements. May define parameters for estimate preparation. May provide work leadership for lower level employees. Excludes personnel whose primary responsibility is cost accounting, financial analysis, traditional secretarial/administrative support, and those with full supervisory responsibilities. THIS IS NOT A TRADITIONAL SECRETARIAL OR ADMIN SUPPORT POSITION.	Bachelor	5	\$105.00

	Labor Category	Labor Category Description	Education	Yrs. Exp.	Commercial Price
20	Business Administrator 4	Responsible for a wide variety of detailed financial and administrative responsibilities including facilities, logistics, and day-to-day activities for large and/or complex programs, organizations, or proposals. The incumbent is quite often the front line contact to the customer for the Program Manager. Anticipates and responds to customer needs and may serve as primary point of contact for customers. Has a thorough understanding of program requirements. Recommends and develops techniques for estimating parameters for proposals. Prepares budgets; may authorize budget expenditures. May provide work leadership for lower level employees. Excludes personnel whose primary responsibility is cost accounting, financial analysis, traditional secretarial/administrative support and those with full supervisory responsibilities. THIS IS NOT A TRADITIONAL SECRETARIAL OR ADMIN SUPPORT POSITION.	Bachelor	8	\$132.00
21	Business Process Consultant 1	Provides expertise on continuous process improvement strategies, organizational redesign, change management projects, and performance measures for basic business process engagements. These improvements can be implemented in any functional area and are not limited to IT. Typically specializes in a non-technical field. Responsibilities may include, but are not limited to identifying and eliminating duplication, outsourcing opportunities, streamlining, centralizing, business improvement processes, manufacturing improvement processes, and/or vendor selection. Clients may be internal or external to the company.	Bachelor	1-2	\$89.00
22	Business Process Consultant 2	Provides expertise on continuous process improvement strategies, organizational redesign, change management projects, and performance measures for moderately complex business process engagements. These improvements can be implemented in any functional area and are not limited to IT. Typically specializes in a non-technical field. Responsibilities may include, but are not limited to identifying and eliminating duplication, outsourcing opportunities, streamlining, centralizing, business improvement processes, manufacturing improvement processes, and/or vendor selection. Clients may be internal or external to the company.	Bachelor	3-5	\$121.00
23	Business Process Consultant 3	Provides expertise on continuous process improvement strategies, organizational redesign, change management projects, and performance measures for complex business process engagements. These improvements can be implemented in any functional area and are not limited to IT. Typically specializes in a non-technical field. Responsibilities may include, but are not limited to identifying and eliminating duplication, outsourcing opportunities, streamlining, centralizing, business improvement processes, manufacturing improvement processes, and/or vendor selection. Clients may be internal or external to the company. May lead business process analysis, design, and implementation.	Bachelor	6-8	\$158.00
24	Business Process Consultant 4	Serves as a lead analyst provides expertise on continuous process improvement strategies, organizational redesign, change management projects, and performance measures for very complex and multiple business process engagements. These improvements can be implemented in any functional area and are not limited to IT. May specialize in a technical field. Responsibilities may include, but are not limited to identifying and eliminating duplication, outsourcing opportunities, streamlining, centralizing, business improvement processes, manufacturing improvement processes, and/or vendor selection. Clients may be internal or external to the company. Considered an expert in the field. May be Responsible for resolution of complex problems escalated by lower level consultants. May develop department policies and procedures and may provide work leadership for lower level employees.	Bachelor	8+	\$184.00
25	Business Process Manager 1	Responsible for direct management of the Business Process Re-Engineering Consultants. Organizes project and task workloads and selects individuals most qualified for assignments on specific projects. Resolves any issues escalated through the department. Responsible for the employment, training, motivation, and discipline of assigned employees. This is typically the first level of management in this job family. Must directly manage exempt level employees. Excludes Working Leads.	Bachelor	5	\$200.00

	Labor Category	Labor Category Description	Education	Yrs. Exp.	Commercial Price
26	Business Systems Analyst	Analyzes and evaluates major system project requirements of considerable complexity requiring a thorough understanding of all parameters affecting and interfacing with the system. Reviews user requirements and provides direction in the identification of problem and potential resolution. Provides analytical support in the conceptualization, development and implementation of complex, multiple, inter-linked systems. Defines system objectives and prepares system design specifications to meet user requirements and satisfy interface problems. Formulates logical statements of user requirements and develops solutions through application of systems and methods engineering techniques. Reviews alternate approaches and selects appropriate methodology. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities.	Bachelor/ Masters	8	\$184.00
27	Configuration Analyst	Designs and establishes configuration management documentation. Authorizes the release of drawings and changes specified by Program Management and other functional groups. May act as a liaison between Program Management and other functional groups to resolve issues regarding configuration analysis documentation. Provides advice and guidance on methods, procedures, and requirements to individuals Responsible for the creation of documentation. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities.	Bachelor	8	\$120.00
28	Configuration Management Specialist 1	Analyzes proposed product design changes to determine the effect on the overall system. Ensures configuration identification by reviewing design release documents for completeness and proper authorizations. Prepares deviations and waivers for government approval when specifications cannot be met. Compiles audit information. May audit subcontractors' inspection or technical document preparation procedure to verify compliance with contract requirements. Prepares manual or automated records of part design change documents. Excludes Document Control Clerks and similar clerical support.	Bachelor	Entry	\$63.00
29	Configuration Management Specialist 2	Responsible for configuration control during product development phase. Ensures configuration identification by reviewing design release documents for completeness, proper authorizations, and system updates. Drafts configuration analysis plans to encompass contractual requirements. Reviews contracts and determines configuration requirements. Assists in the development and maintenance of database.	Bachelor	2	\$84.00
30	Configuration Management Specialist 3	Designs and establishes configuration management documentation. Authorizes the release of drawings and changes specified by Program Management and other functional groups. Provides advice and guidance on methods, procedures, and requirements to individuals Responsible for the creation of documentation. Plans and implements methods to improve response. Participates in special studies. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities.	Bachelor	5	\$100.00
31	Configuration Manager 1	Responsible for direct management of the Configuration Analysis staff. Acts as primary liaison between Program Management and other functional groups and resolves any issues regarding configuration management documentation. Responsible for the employment, training and motivation and discipline of direct reports. This is typically the first level of management in this job family. Must directly manage exempt level employees. May manage nonexempt employees directly or through supervisors/leads. Excludes Working Leads. Title may be Supervisor or Manager depending on size of company and department.	Bachelor	5	\$105.00
32	Configuration Manager 2	Responsible for management of the Configuration Analysis function. Has primary responsibility for supervision and development of first level Supervisors/Managers. Responsible for the employment, training, motivation, and discipline of the supervisory/management team. This is the second level of management for the Configuration Analysis function; title may be Manager or Director depending on the size of the company and department. MUST HAVE Supervisors or Managers reporting to them.	Bachelor	8	\$132.00

	Labor Category	Labor Category Description	Education	Yrs. Exp.	Commercial Price
33	Contract Administrator	Aids in the preparation of contractual provisions and the administration of contract proposals. Responsible for preparing bids and negotiating specifications and contractual provisions. Requires a bachelor's degree and at least 5 years of experience in the field or in a related area. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. Works under general supervision; typically reports to a manager.	Bachelor	5	\$89.00
34	Contract Specialist 1	Serves as a point of contact for program officials on acquisition and administrative matters. Coordinates contract administration activities for long-term, extensive technical service contracts. Negotiates complex modifications to contracts. Utilizes in-depth price/cost analysis techniques involving many different and unrelated factors and processes where there may be little historical cost data or precedent. Supports the development of budgets for planned procurements. Performs pre and post award functions. Assists customers in developing statements of work and procurement strategy; and, develops evaluation plans, pricing methodologies, and major contract administration.	Bachelor	Entry	\$63.00
35	Contract Specialist 2	Responsible for management of the Contracts Administration function (may include Subcontracts) through subordinate supervisors/managers. Duties include management and administration of company contracts including overseeing proposal preparation and contract negotiation. Reviews and resolves all issues affecting company compliance and ensures satisfaction of legal requirements, company and customer objectives. Advises management of contractual rights and obligations and provides interpretation of terms and conditions. Responsible for the employment, training, motivation, and discipline of management team. This is the second level of management for this job family. Title may be Manager or Director depending on size of company and department. MUST HAVE Supervisors/Managers reporting to them.	Bachelor	8	\$79.00
36	Contract Specialist Senior II	Serves as a point of contact for program officials on acquisition and administrative matters. Coordinates contract administration activities for long-term, extensive technical service contracts. Negotiates complex modifications to contracts. Utilizes in-depth price/cost analysis techniques involving many different and unrelated factors and processes where there may be little historical cost data or precedent. Supports the development of budgets for planned procurements. Performs pre and post award functions. Assists customers in developing statements of work and procurement strategy; and, develops evaluation plans, pricing methodologies, and major contract administration.	Bachelor	8	\$132.00
37	Contract Specialist Senior III	Serves as a point of contact for program officials on acquisition and administrative matters. Coordinates contract administration activities for long-term, extensive technical service contracts. Negotiates complex modifications to contracts. Utilizes in-depth price/cost analysis techniques involving many different and unrelated factors and processes where there may be little historical cost data or precedent. Supports the development of budgets for planned procurements. Performs pre and post award functions. Assists customers in developing statements of work and procurement strategy; and, develops evaluation plans, pricing methodologies, and major contract administration.	Bachelor	10+	\$158.00
38	Customer Trainer 1	Participates in the development, testing, maintenance, and delivery of training programs and related materials in support of customer products. May assist in the development and establishment of course content and objectives. Conducts training sessions and assists in evaluating the effectiveness of training activities. Updates course documentation on a continuous basis to ensure timeliness and relevance.	Bachelor	Entry	\$79.00
39	Customer Trainer 2	Develops tests, maintains, and delivers training programs and related materials in support of customer products. Establishes course content and objectives. Conducts training sessions and develops criteria for evaluating the effectiveness of training activities. Updates course documentation on a continuous basis to ensure timeliness and relevance.	Bachelor	2	\$100.00

	Labor Category	Labor Category Description	Education	Yrs. Exp.	Commercial Price
40	Customer Trainer 3	Develops tests, maintains, and delivers training programs and related materials in support of relatively complex products and procedures and/or for a major area or customer. Establishes and/or reviews course content and objectives. May provide work leadership for lower level employees, including evaluating the effectiveness of their training presentations and programs. Excludes those with full supervisory responsibilities.	Bachelor	5	\$110.00
41	Customer Trainer 4	Coordinates the development and delivery of training programs in support of complex products and procedures and/or for a major area or customer. May deliver training courses or assist lower level trainers in the classroom. Establishes and/or reviews course content and objectives. May provide work leadership for lower level employees, including evaluating the effectiveness of their training presentations and programs. Excludes those with full supervisory responsibilities.	Bachelor	8	\$126.00
42	Customer Trainer 5	Coordinates the development and delivery of training programs in support of highly complex products and procedures and/or for a major area or multiple customers. May deliver training courses or assist lower level trainers in the classroom. Establishes and/or reviews course content and objectives. May provide work leadership for lower level employees. Develops and implements evaluation effectiveness tools for training programs. Works closely with management to conduct needs assessments. Develops and Implements new programs and/or procedures to meet those needs. Excludes those with full supervisory responsibilities.	Bachelor	10	\$137.00
43	Customer Training Manager 1	Responsible for the direct management of the Customer Training staff engaged in all activities associated with the development, testing, maintenance, and delivery of customer training programs. Reviews course content and objectives and evaluates the effectiveness of training presentations and programs. Responsible for the employment, training, motivation, and discipline of assigned employees. Must directly manage exempt level employees. May manage nonexempt employees directly or through supervisors/leads. Excludes Working Leads. Title may be Supervisor or Manager depending on size of company and department.	Bachelor	5	\$147.00
44	Customer Training Manager 2	Responsible for management of the Customer Training function. Has primary responsibility for supervision and development of first level Supervisors/Managers. Responsible for the employment, training, motivation, and discipline of the supervisory/management team. This is the second level of management for the Customer Training function; title may be Manager or Director depending on the size of the company and department. MUST HAVE Supervisors or Managers reporting to them.	Bachelor	8	\$158.00
45	Database Design Engineer/Administrator 1	Assists with the implementation of database applications to accommodate a variety of user needs. Assists with the analysis of informational needs and elements, data relationships and attributes, proposed manipulation, data flow and storage requirements, data output and reporting capabilities. Assists with defining logical attributes and inter-relationships and assists with designing routine data structures to accommodate database production, storage, maintenance, and accessibility. Assists in the testing of standard design applications utilizing database management software or general programming software. Assists with the installation, implementation, and support of standard systems within the user base. Performs routine system level database maintenance.	Bachelor	Entry	\$95.00
46	Database Design Engineer/Administrator 2	Designs, develops, and implements database applications to accommodate a variety of user needs. Analyzes and determines informational needs and elements, data relationships and attributes, proposed manipulation, data flow and storage requirements and data output and reporting capabilities. Defines logical attributes and inter-relationships and designs data structures to accommodate database production, storage, maintenance, and accessibility. Tests designed applications utilizing database management software or general programming software. Installs implements and supports systems within the user base. Performs system level database maintenance.	Bachelor	2	\$110.00

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47	Database Design Engineer/Administrator 3	Designs, develops, and implements database applications to accommodate a variety of user needs. Analyzes and determines informational needs and elements, data relationships and attributes, proposed manipulation, data flow and storage requirements and data output and reporting capabilities. Defines logical attributes and inter-relationships and designs data structures to accommodate database production, storage, maintenance, and accessibility. Tests designed applications utilizing database management software or general programming software. Installs, implements, and supports systems within the user base. Performs system level database maintenance.	Bachelor/ Masters	5	\$132.00
48	Database Design Engineer/Administrator 4	Designs, develops, and implements complex database applications to accommodate a wide variety of user needs. Analyzes and determines informational needs and elements, data relationships and attributes, proposed manipulation, data flow and storage requirements and data output and reporting capabilities. Defines logical attributes and inter-relationships and designs data structures to accommodate database production, storage, maintenance, and accessibility. May act as a technical project leader or provide work leadership for lower level employees. Excludes those with full supervisory responsibilities.	Bachelor/ Masters	8	\$152.00
49	Database Design Engineer/Administrator 5	Designs, develops, and implements highly complex database applications to accommodate a wide variety of user needs. Analyzes and determines informational needs and elements, data relationships and attributes, proposed manipulation, data flow and storage requirements and data output and reporting capabilities. Defines logical attributes and inter-relationships and designs data structures to accommodate database production, storage, maintenance, and accessibility. May act as a technical project leader or provide work leadership for lower level employees. Excludes those with full supervisory responsibilities.	Bachelor/ Masters	11	\$174.00
50	Emergency Preparedness Specialist 1	Provides expertise in basic emergency management, contingency planning, and continuity of operation engagements. Accountable for understanding and applying local, state and federal Emergency Preparedness rules, regulations and activities, tracking and the evaluation of all regulatory requirements relating to Emergency Preparedness including: exercises, drills, inspections and training, assist in the establishment, documentation and evaluation of emergency response exercises and Emergency Operations Center activation drills. Has a basic knowledge of emergency preparedness procedures, policies, and directives associated with the federal continuity of operations, business continuity planning, and continuity of government and enduring constitutional government programs? Develops, analyzes, and evaluates basic existing or proposed emergency plans or procedures. Has a basic knowledge of applicable federal, state and local laws and regulations, guidelines issued by DHS, FEMA, EPA, OSHA and directives such as Homeland Security Presidential Directives (HSPDs) related to emergency preparedness, infrastructure protection and physical security at a level sufficient to manage the area-wide implementation of emergency preparedness policies, programs, and procedures.	Bachelor	1-2	\$79.00
51	Emergency Preparedness Specialist 2	Provides expertise in emergency management, contingency planning, and continuity of operation engagements. Accountable for understanding and applying local, state and federal Emergency Preparedness rules, regulations and activities, tracking and the evaluation of all regulatory requirements relating to Emergency Preparedness including: exercises, drills, inspections and training, assist in the establishment, documentation and evaluation of emergency response exercises and Emergency Operations Center activation drills. Has a good knowledge of emergency preparedness procedures, policies, and directives associated with the federal continuity of operations, business continuity planning, and continuity of government and enduring constitutional government programs? Develops, analyzes, and evaluates existing or proposed emergency plans or procedures. Has a good knowledge of applicable federal, state and local laws and regulations, guidelines issued by DHS, FEMA, EPA, OSHA and directives such as Homeland Security Presidential Directives (HSPDs) related to emergency preparedness, infrastructure protection and physical security at a level sufficient to manage the area-wide implementation of emergency preparedness policies, programs, and procedures.	Bachelor	2-3	\$95.00

	Labor Category	Labor Category Description	Education	Yrs. Exp.	Commercial Price
52	Emergency Preparedness Specialist 3	<p>Provides expertise in emergency management, contingency planning, and continuity of operation engagements for moderately complex situations. Accountable for understanding and applying local, state and federal Emergency Preparedness rules, regulations and activities, tracking and the evaluation of all regulatory establishing, documenting and evaluating of moderately complex emergency response exercises and Emergency Operations Center activation drills. Has a thorough knowledge of emergency preparedness procedures, policies, and directives associated with the federal continuity of operations, business continuity planning, and continuity of government and enduring constitutional government programs. Develops, analyzes, and evaluates existing or proposed moderately complex emergency plans or procedures. Has a thorough knowledge of applicable federal, state and local laws and regulations, guidelines issued by DHS, FEMA, EPA, OSHA and directives such as Homeland Security Presidential Directives (HSPDs) related to emergency preparedness, infrastructure protection and physical security at a level sufficient to manage the area-wide implementation of moderately complex emergency preparedness policies, programs, and procedures. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities.</p>	Bachelor	3-5	\$105.00
53	Emergency Preparedness Specialist 4	<p>Provides expertise in emergency management, contingency planning, and continuity of operation engagements for complex situations. Accountable for understanding and applying local, state and federal Emergency Preparedness rules, regulations and activities, tracking and the evaluation of all regulatory establishing, documenting and evaluating of complex emergency response exercises and Emergency Operations Center activation drills. Has a thorough knowledge of emergency preparedness procedures, policies, and directives associated with the federal continuity of operations, business continuity planning, and continuity of government and enduring constitutional government programs. Develops, analyzes, and evaluates existing or proposed complex agency plans or procedures. Has a thorough knowledge of applicable federal, state and local laws and regulations, guidelines issued by DHS, FEMA, EPA, OSHA and directives such as Homeland Security Presidential Directives (HSPDs) related to emergency preparedness, infrastructure protection and physical security at a level sufficient to manage the area-wide implementation of complex emergency preparedness policies, programs, and procedures. Considered an emerging expert in the field. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities.</p>	Bachelor	5-7	\$132.00
54	Emergency Preparedness Specialist 5	<p>Provides expertise in emergency management, contingency planning, and continuity of operation engagements for very complex situations. Accountable for understanding and applying local, state and federal Emergency Preparedness rules, regulations and activities, tracking and the evaluation of all regulatory establishing, documenting and evaluating of very complex emergency response exercises and Emergency Operations Center activation drills. Has a complete and thorough knowledge of emergency preparedness procedures, policies, and directives associated with the federal continuity of operations, business continuity planning, and continuity of government and enduring constitutional government programs. Develops, analyzes, and evaluates existing or proposed very complex agency plans or procedures. Has a complete and thorough knowledge of applicable federal, state and local laws and regulations, guidelines issued by DHS, FEMA, EPA, OSHA and directives such as Homeland Security Presidential Directives (HSPDs) related to emergency preparedness, infrastructure protection and physical security at a level sufficient to manage the area-wide implementation of very complex emergency preparedness policies, programs, and procedures. Considered to be an expert in the field. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities.</p>	Bachelor	7+	\$152.00
55	Enterprise Architect	<p>Systems Architect, Consultant, or SME who performs, leads, coordinates, and/or consults in highly specialized subject areas and/or the performance of programs and projects including but not limited to engineering design/analysis, systems design/analysis, requirements analysis, computer programming, software development, integration, documentation, test and evaluation, system operations, acquisition management, program management, business process reengineering, networking, information management and other related functional, technical or management tasks.</p>	Bachelor	10	\$252.00

	Labor Category	Labor Category Description	Education	Yrs. Exp.	Commercial Price
56	Executive Administrator	Performs a variety of administrative functions. Schedules appointments, gives information to callers, and takes dictation. Composes memos, transcribes notes, and researches and creates presentations. Generates reports, handles multiple projects, and prepares and monitors invoices and expense reports. May assist with compiling and developing the annual budget. Requires a high school diploma with at least 5 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May direct and lead the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.	HS or BS +4	10	\$89.00
57	Executive Information Technology Consultant	Subject Matter Expert - analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. Utilizes extremely complex modeling and measuring techniques, mathematics, statistical methods, engineering methods, operational mathematics techniques, and other principles and laws of scientific and economic disciplines in determining solutions. Provides integral support in the requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of modeling and simulation based decision support system applications. This position is for the elite. Only a handful of incumbents.	Master/ PhD	10	\$315.00
58	Financial Analysis Manager 1	Responsible for the direct management of the Financial Analysis staff engaged in various financial functions such as budgeting, auditing, forecasting, and analysis. Acts as a liaison with management regarding rate and budget questions. Ensures compliance with internal procedures and DAR/FAR government regulations. Is primary liaison between the company and various government agencies during audits, ensuring understanding of financial data, methodology and applicability under appropriate government regulations. Responsible for the employment, training, motivation, and discipline of direct reports. This is typically the first level of management in this job family. Must directly manage exempt level employees. May manage nonexempt employees directly or through supervisors/leads. Excludes Working Leads. Title may be Supervisor or Manager depending on size of company and department.	Bachelor	5	\$152.00
59	Financial Analysis Manager 2	Responsible for management of the Financial Analysis function. Has primary responsibility for supervision and development of first level Supervisors/Managers. Responsible for the employment, training, motivation, and discipline of the supervisory/management team. This is the second level of management for the Financial Analysis function; title may be Manager or Director depending on the size of the company and department. MUST HAVE Supervisors or Managers reporting to them.	Bachelor	8	\$174.00
60	Financial Analyst 1	Performs basic activities in support of various financial functions such as budgeting, auditing, forecasting and analysis. Job responsibilities are generally more corporate oriented and broad in scope. Participates in the review of financial data received from various managers for inclusion in indirect and forward pricing rate package submission to the government. Maintains documented records supporting financial forecasts used in the rate and budget area. May respond to rate and budget questions and provide explanations to ensure management understanding. Ensures compliance with internal procedures and DAR/FAR government regulations. May interface with government auditors and provide audit support to ensure government understanding of financial data, methodology, and applicability under appropriate government regulations.	Bachelor	Entry	\$79.00
61	Financial Analyst 2	Responsible for various financial functions such as budgeting, auditing, forecasting and analysis. Job responsibilities are generally more corporate oriented and broad in scope. Reviews financial data received from managers for inclusion in indirect and forward pricing rate package submission to the government. Maintains documented records supporting financial forecasts used in the rate and budget area. Responds to rate and budget questions and provides explanations to ensure management understanding. Ensures compliance with internal procedures and DAR/FAR government regulations. Participates in audits and interfaces with government auditors to ensure understanding of financial data, methodology, and applicability under appropriate government regulations.	Bachelor	2	\$100.00

	Labor Category	Labor Category Description	Education	Yrs. Exp.	Commercial Price
62	Financial Analyst 3	Responsible for various financial functions such as budgeting, auditing, forecasting and analysis. Job responsibilities are generally more corporate oriented and broad in scope. Reviews complex financial data received from managers for inclusion in indirect and forward pricing rate package submission to the government. Maintains documented records supporting financial forecasts used in the rate and budget area. Ensures management understanding of rate and budget issues. Ensures compliance with internal procedures and DAR/FAR government regulations. Conducts and may lead audits. May provide work leaders hip for lower level employees. Excludes those with full supervisory responsibilities.	Bachelor	5	\$126.00
63	Financial Analyst 4	Acts as a key technical expert on financial analysis issues, concerns, and special projects. Job responsibilities are generally more corporate oriented and broad in scope. Interfaces with top management, res ponding to their requests for financial data and to resolve reporting and compliance issues. Prepares special reports and financial studies for management and alerts them to significant variances to plan. Coordinates, negotiates, and resolves financial compliance issues with various governmental agencies to ensure accurate interpretation. Conducts and may lead audits. May provide work leaders hip for lower level employees. Excludes those with full supervisory responsibilities.	Bachelor	8	\$147.00
64	Functional Analyst I	Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. Utilizes modeling and measuring techniques, mathematics, statistical methods, engineering methods, operational mathematics techniques, and other principles and laws of scientific and economic disciplines in determining solutions.	Bachelor	Entry	\$74.00
65	Functional Area Analyst 1	Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. Utilizes modeling and measuring techniques, mathematics, statistical methods, engineering methods, operational mathematics techniques, and other principles and laws of scientific and economic disciplines in determining solutions.	Bachelor	Entry	\$74.00
66	Functional Area Analyst 2	Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. Utilizes modeling and measuring techniques, mathematics, statistical methods, engineering methods, operational mathematics techniques, and other principles and laws of scientific and economic disciplines in determining solutions.	Bachelor	2	\$84.00
67	Functional Area Analyst 3	Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. Utilizes modeling and measuring techniques, mathematics, statistical methods, engineering methods, operational mathematics techniques, and other principles and laws of scientific and economic disciplines in determining solutions.	Bachelor	5	\$100.00
68	Graphic Artist/Illustrator 1	Assists with the design and development of graphics and illustrations for use in technical materials, manuals, and publications. Operates standard computer hardware and software to prepare, revise, print, and store text, illustrations, graphs, charts, etc. May include operation of equipment, such as still and video cameras, for the design and production of photos and videotape. Assists with basic illustration and detail from models, sketches, memory, written or verbal instructions, and imagination. Selects type, draws lettering, lays out material, or performs related duties under direct supervision. Follows specific instructions regarding style, technique, and medium best suited to produce desired effects and conform to reproduction requirements.	Associates	Entry	\$79.00

	Labor Category	Labor Category Description	Education	Yrs. Exp.	Commercial Price
69	Graphic Artist/Illustrator 2	Designs and develops graphics and illustrations for use in technical materials, manuals, and publications. Operates computer hardware and software to prepare, revise, print, and store text, illustrations, graphs, charts, etc. May include operation of equipment, such as still and video cameras, for the design and production of photos and videotape. Formulates concept and renders illustration and detail from models, sketches, memory, written or verbal instructions, and imagination. Selects type, draws lettering, lays out material, or performs related duties. Determines style, technique, and medium best suited to produce desired effects and conform to reproduction requirements, or follows specific instructions regarding these variables.	Associates	2	\$89.00
70	Graphic Artist/Illustrator 3	Designs and develops complex graphics and illustrations for use in technical materials, manuals, and publications. Operates computer hardware and software to prepare, revise, print, and store text, illustrations, graphs, charts, etc. May include operation of equipment, such as still and video cameras, for the design and production of photos and videotape. Formulates concept and renders illustration and detail from models, sketches, memory, written or verbal instructions, and imagination. Selects type, draws lettering, lays out material, or performs related duties. Determines style, technique, and medium best suited to produce desired effects and conform to reproduction requirements, or follows specific instructions regarding these variables.	Associates	5	\$110.00
71	Graphic Artist/Illustrator Supervisor	Responsible for direct supervision of the Graphic Artists and Illustrators staff. Typically manages the day-to-day workflow of subordinate employees. Organizes project and task workloads and selects individuals most qualified for assignments on specific projects. Acts as primary liaison between the Graphic Artists and Illustrators staff and other functional groups and resolves any escalated issues. Responsible for the employment, training, motivation, and discipline of assigned employees. This is the first level of supervision of the Graphic Artists/Illustrators function; title may be Supervisor or Manager depending on the size of the company and department. Excludes Working Leads and those with other Supervisors/Managers reporting to them.	Associates	5	\$132.00
72	Information Assurance/ Senior Security Specialist	Sets up, configures, and supports internal and/or external networks. Develops and maintains all systems, applications, security, and network configurations. Troubleshoots network performance issues and creates and maintains a disaster recovery plan. Recommends upgrades, patches, and new applications and equipment. Provides technical support and guidance to users. May require a bachelor's degree in area of specialty and 8-10 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May provide consultation on complex projects and is considered to be the top level contributor/specialist. Typically reports to a manager or head of a unit/department.	Bachelor	10+	\$132.00
73	Information Systems/Networks Security Specialist	Under direct supervision, assists carrying out routine phases of information systems/networks security program that involves access to computers and computerized data enabling company to meet contractual requirements for networks security through firewalls and intrusion detection systems. Assists in conducting regular audits to ensure that systems are being operated securely, and information systems security policies and procedures are being implemented as defined in security plans. Assists in developing, testing, and operating routine firewalls, intrusion detection systems, enterprise anti-virus systems, and software deployment tools following routine instructions. Safeguards the network against unauthorized infiltration, modification, destruction, or disclosure. Researches, evaluates, tests, and implements new security software or devices. Assists in implementing, enforcing, communicating, and developing security policies or plans for data, software applications, and hardware, telecommunications, and information systems security education/awareness programs. Assists in conducting investigations of information systems security violations and incidents, reporting as necessary to management. Responds to queries and requests for routine computer security information and reports. Incumbent may report into the Security department and act as a liaison between the IT and Security functions OR may report directly into the IT function. Excludes those who perform these duties less than 80% of the time.	Associates	Entry	\$89.00

	Labor Category	Labor Category Description	Education	Yrs. Exp.	Commercial Price
74	Information Technology Generalist 1	Under direct supervision, assists carrying out routine information systems and/or information technology tasks within more than one discipline. Disciplines may include, but are not limited to, application support, database administration, software quality assurance/quality control, software engineering, network telecommunications, and infrastructure operations of administration, analysis, engineering, and design. Incumbent monitors and supports the information technology and systems infrastructures. Troubleshoots and resolves routine problems. Assists with implementation of various applications. Assists with routine analysis including planning, designing, and evaluating a variety of information technology tools. Responds to user requests for system needs and upgrades. Applies standard methodology, techniques, procedures, and criteria. If duties in one specialty encompass more than half the time, incumbent should be matched to the job specific to that discipline and not to this generalist position.	Associates	Entry	\$79.00
75	Information Technology Generalist 2	Under general supervision, carries out information systems and/or information technology tasks within more than one discipline. Disciplines may include, but are not limited to, application support, database administration, software quality assurance/quality control, software engineering, network telecommunications, and infrastructure operations of administration, analysis, engineering, and design. Incumbent monitors and supports the information technology and systems infrastructures. Troubleshoots and resolves basic problems. Implements various applications. Conducts basic analysis including planning, designing, and evaluating a variety of information technology tools. Responds to user requests for system needs and upgrades. Applies standard methodology, techniques, procedures, and criteria. If duties in one discipline encompass more than half the time, incumbent should be matched to the job specific to that discipline and not to this generalist position.	Bachelor	2	\$100.00
76	Information Technology Generalist 3	Under general direction, carries out moderately complex information systems and/or information technology tasks within more than one discipline. Disciplines may include, but are not limited to, application support, database administration, software quality assurance/quality control, software engineering, network telecommunications, and infrastructure operations of administration, analysis, engineering, and design. Incumbent monitors and supports the information technology and systems infrastructures. Troubleshoots and resolves moderately complex problems. Implements various applications of a complex nature. Conducts analysis including planning, designing, and evaluating a variety of information technology tools. Responds to user requests for system needs and upgrades. May require initiative and independent judgment outside of the standard methodology, techniques, procedures, and criteria. If duties in one discipline encompass more than half the time, incumbent should be matched to the job specific to that discipline and not to this generalist position.	Bachelor	5	\$120.00
77	Information Technology Generalist 4	Under minimal supervision, carries out complex information systems and/or information technology tasks within more than one discipline. Disciplines may include, but are not limited to, application support, database administration, software quality assurance/quality control, software engineering, network telecommunications, and infrastructure operations of administration, analysis, engineering, and design. Incumbent monitors and supports the information technology and systems infrastructures. Troubleshoots and resolves moderately complex problems. Implements various applications of a complex nature. Conducts analysis including planning, designing, and evaluating a variety of information technology tools. Responds to user requests for system needs and upgrades. May require initiative and independent judgment outside of the standard methodology, techniques, procedures, and criteria. Recommends changes in procedures. May provide work leadership for lower level employees. If duties in one discipline encompass more than half the time, incumbent should be matched to the job specific to that discipline and not to this generalist position.	Bachelor	8	\$137.00

	Labor Category	Labor Category Description	Education	Yrs. Exp.	Commercial Price
78	Information Technology Generalist 5	Carries out highly-complex information systems and/or information technology tasks within more than one discipline. Disciplines may include, but are not limited to, application support, database administration, software quality assurance/quality control, software engineering, network telecommunications, and infrastructure operations of administration, analysis, engineering, and design. Incumbent monitors and supports the information technology and systems infrastructures. Troubleshoots and resolves highly complex problems. Implements various applications of a highly complex nature. Conducts analysis including planning, designing, and evaluating a variety of highly complex information technology tools. Responds to user requests for system needs and upgrades. Requires initiative and independent judgment outside of the standard methodology, techniques, procedures, and criteria. Develops and improves processes and procedures. Sought as a resource for resolution of unique or complex problems. May provide work leadership for lower level employees. If duties in one discipline encompass more than half the time, incumbent should be matched to the job specific to that discipline and not to this generalist position.	Bachelor	10	\$168.00
79	Information Technology Management Analyst Senior	Plans, organizes, directs, and controls the activities and staff involved in the study, design, development, and installation of data processing systems, including systems analysis, programming, and computer operations. Manages through subordinate managers, analysts, and programmers, in the development and installation of information systems for planning, control, and operational purposes. Directs the conduct of feasibility studies for systems improvement and the preparation of systems project proposals. Prepares long-range systems projects/plans with priority recommendations. Presents proposed systems projects to higher management. Reviews facility and equipment requirements and prepares related recommendations. Directs the coordination of all decentralized data processing applications and monitoring of equipment utilization. Approves operational forecasts and requirements for data processing, systems development, and communications. Approves budgets and reports budget performance. Directs and recommends employment requirements, training, motivation, and discipline of assigned employees. This is the third level of management for the Information Technology function; title may be Manager or Director depending on size of company and department. MUST HAVE Supervisors/Managers reporting to them.	Bachelor/ Master	10+	\$168.00
80	Information Technology Manager 1	Plans, organizes, directs, and controls the activities and staff involved in the study, design, development, and installation of data processing systems, including systems analysis, programming, and computer operations. Manages through subordinate managers, analysts, and programmers, in the development and installation of information systems for planning, control, and operational purposes. Supervises the conduct of feasibility studies for systems improvement and the preparation of systems project proposals. Prepares long-range systems projects/plans with priority recommendations. Presents proposed systems projects to higher management. Reviews facility and equipment requirements and prepares related recommendations. Coordinates all decentralized data processing applications and monitors equipment utilization. Prepares operational forecasts and requirements for data processing, systems development, and communications. Prepares and administers project and department budgets and reports budget performance. Responsible for the employment, training, motivation, and discipline of assigned employees. This is typically the first level of management in this job family. Must directly manage exempt level employees. May manage nonexempt employees directly or through supervisors/leads. Excludes Working Leads. Title may be Supervisor or Manager depending on size of company and department.	Bachelor/ Masters	5	\$163.00
81	Instructional Developer 1	Assists in designing and developing basic level interactive courseware for customer training under direct supervision. Ensures integrity of task analysis, training requirements, training hierarchies, instructional materials, and evaluation plans. Converts basic written materials and/or training requirements to interactive courseware. Assists in developing flow diagrams and story boards following routine processes. Assists in designing instructionally sound lessons in a variety of delivery media. Interacts with other Instructional Developers to ensure technical accuracy of instructional content. Assists in developing manuals, workbooks, and audio/video tapes and discs.	Bachelor	Entry	\$79.00

	Labor Category	Labor Category Description	Education	Yrs. Exp.	Commercial Price
82	Instructional Developer 2	Designs and develops basic level interactive courseware for customer training. Ensures integrity of task analysis, training requirements, training hierarchies, instructional materials, and evaluation plans. Converts basic level written materials and/or training requirements to interactive courseware. Develops flow diagrams and story-boards. Designs instructionally sound basic level lessons in a variety of delivery media. Interacts with customer and subject matter experts to ensure technical accuracy of instructional content. Develops basic level manuals, workbooks, and audio/video tapes and discs.	Bachelor	2	\$89.00
83	Instructional Developer 3	Designs and develops moderately complex interactive courseware for customer training. Ensures integrity of task analysis, training requirements, training hierarchies, instructional materials, and evaluation plans. Converts moderately complex level written materials and/or training requirements to interactive courseware. Develops flow diagrams and story-boards. Designs instructionally sound moderately complex level lessons in a variety of delivery media. Interacts with customer and subject matter experts to ensure technical accuracy of instructional content. Develops moderately complex manuals, workbooks, and audio/video tapes and discs.	Bachelor	5	\$105.00
84	Instructional Developer 4	Designs and develops complex level interactive courseware for customer training. Ensures integrity of task analysis, training requirements, training hierarchies, instructional materials, and evaluation plans. Converts complex level written materials and/or training requirements to interactive courseware. Develops flow diagrams and story boards. Designs instructionally sound complex level lessons in a variety of delivery media. Interacts with customer and subject matter experts to ensure technical accuracy of instructional content. Develops manuals, workbooks, and audio/video tapes and discs.	Bachelor	8	\$126.00
85	Instructional Development Manager 2	Responsible for management of the Instructional Development function. Has primary responsibility for supervision and development of first level Supervisors/Managers. Responsible for the employment, training, motivation, and discipline of the supervisory/management team. This is the second level of management for the Instructional Development function; title may be Manager or Director depending on the size of the company and department. MUST HAVE Supervisors or Managers reporting to them.	Bachelor	8	\$158.00
86	Logistics Manager	Responsible for financial and administrative responsibilities including facilities, logistics, and day-to-day activities such as budgeting, reporting, and facilities coordination for relatively small and/or routine and well-established programs, organizations, or proposals. The incumbent is quite often the front line contact to the customer for the Program Manager. Assists in establishing budgets and monitoring performance, status reporting, documentation and pricing for proposals. Emphasis is on day-to-day administration, planning and tracking. Excludes personnel whose primary responsibility is cost accounting, financial analysis, or traditional secretarial/administrative support.	Bachelor	Entry	\$79.00
87	Management Specialist Senior	Has primary responsibility for supervision and development of first level Managers of a "stand-alone" separate business unit, including profit and loss, strategic planning, productivity, and may or may not be Responsible for administrative functions such as facilities planning and human resources. Responsible for the employment, training, motivation, and discipline of the management team. This is the second level of management for the Business Unit function; title may be Manager or Director depending on the size of the company and department. MUST HAVE Managers reporting to them.	Bachelor/ Masters	12	\$152.00
88	Network Administrator	Assists in the development and maintenance of network communications. Uses knowledge of LAN/WAN systems to help design and install internal and external networks. Tests and evaluates network systems to eliminate problems and make improvements. Requires a bachelor's degree in area of specialty and 2-5 years of experience in the field or in a related area. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. A certain degree of creativity and latitude is required. Typically reports to a supervisor.	Bachelor	2-5	\$79.00

	Labor Category	Labor Category Description	Education	Yrs. Exp.	Commercial Price
89	Network Administrator, Senior	Sets up, configures, and supports internal and/or external networks. Develops and maintains all systems, applications, security, and network configurations. Troubleshoots network performance issues and creates and maintains a disaster recovery plan. Recommends upgrades, patches, and new applications and equipment. Provides technical support and guidance to users. May require a bachelor's degree in area of specialty and 8-10 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May provide consultation on complex projects and is considered to be the top level contributor/specialist. Typically reports to a manager or head of a unit/department.	Bachelor	8-10	\$132.00
90	Network Communications Engineer 1	Assists in the analysis of local and wide area network systems, including planning, designing, evaluating, selecting operating systems and protocol suites and configuring communication media with concentrators, bridges and other devices. Assists with resolving routine inter-operability problems to obtain operations across all platforms including e-mail, files transfer, multimedia, teleconferencing, and the like. Configures routine systems to user environments. Supports acquisition of standard hardware and software as well as subcontractor services as needed.	Bachelor/ Masters	Entry	\$79.00
91	Network Communications Engineer 2	Analyzes local and wide area network systems, including planning, designing, evaluating, selecting operating systems and protocol suites and configuring communication media with concentrators, bridges and other devices. Resolves interoperability problems to obtain operations across all platforms including e-mail, files transfer, multimedia, teleconferencing, and the like. Configures systems to user environments. Supports acquisition of hardware and software as well as subcontractor services as needed.	Bachelor/ Masters	2	\$100.00
92	Network Communications Engineer 3	Analyzes local and wide area network systems, including planning, designing, evaluating, selecting operating systems and protocol suites and configuring communication media with concentrators, bridges and other devices. Resolves interoperability problems to obtain operations across all platforms including e-mail, files transfer, multimedia, teleconferencing, and the like. Configures systems to user environments. Supports acquisition of hardware and software as well as subcontractor services as needed.	Bachelor/ Masters	5	\$110.00
93	Principal Management Specialist	Responsible for managing the highest-level strategic NON-TECHNICAL programs. May manage fixed price contracts. Oversees program budget and schedules. May direct staff. Has primary responsibility for program growth; may be Responsible for marketing new technology or follow-on business acquisition. May be Responsible for P&L. May be Responsible for business development within current customer base and/or for new customers. Program complexity is the primary criteria for leveling. This job has the HIGHEST LEVEL OF COMPLEXITY. Complexity to be determined internally and may or may not be a function of dollar volume or contract length. Excludes Engineers or other individuals temporarily assigned program management responsibilities and technical functional managers for a program.	Bachelor	15	\$184.00
94	Procurement Analyst II	Assists government procurement agencies to define proposals (RFO) and qualify vendors. Applies knowledge of the defense acquisition process to support customers in the analysis and improvement of acquisition process policy and procedures. Devises strategies for deploying and implementing new acquisition policy initiatives and measuring the effectiveness of implementation. Uses quantitative analytical techniques to assess system acquisition process issues and develop risk reduction/mitigation approaches for improving acquisition/program planning, control, and execution.	Bachelor	5	\$79.00

	Labor Category	Labor Category Description	Education	Yrs. Exp.	Commercial Price
95	Program Analyst	Reviews, analyzes, and evaluates business systems and user needs. Formulates systems to parallel overall business strategies. Writes detailed description of user needs, program functions, and steps required to develop or modify computer programs. Requires a bachelor's degree in area of specialty and 5-7 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.	Bachelor	4-6	\$79.00
96	Program Analyst/Instructor III	Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing to support an organization's application systems. Consults with users to identify current operating procedures and to clarify program objectives. May be expected to write documentation to describe program development, logic, coding, and corrections. Writes manuals for users to describe installation and operating procedures. Requires a bachelor's degree in a related area and at least 4 years of experience in the field or in a related area. Must have a working knowledge of relational databases and client-server concepts. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected.	Bachelor	4	\$132.00
97	Program Manager 1	Directs the performance of programs and projects including but not limited to engineering design/analysis, systems design/analysis, requirements analysis, computer programming, software development, integration, documentation, test and evaluation, system operations, acquisition management, program management, business process reengineering, networking, information management and other related functional, technical or management tasks. Oversees solutions development, marketing, and resource allocation within programs and projects.			\$116.00
98	Program Manager 2	Directs the performance of programs and projects including but not limited to engineering design/analysis, systems design/analysis, requirements analysis, computer programming, software development, integration, documentation, test and evaluation, system operations, acquisition management, program management, business process reengineering, networking, information management and other related functional, technical or management tasks. Oversees solutions development, marketing, and resource allocation within programs and projects.			\$158.00
99	Program Manager Non-Technical 1	Responsible for managing NON-TECHNICAL government programs which are of relatively low risk and complexity or are a portion of a larger program. Ensures that all required resources such as engineering, manpower, production, computer time, facilities, and the like are available for the program. Plans, directs and monitors program budget and serves as primary customer contact for program information. May be Responsible for P&L. May be Responsible for business development within current customer base and/or for new customers. Program complexity is the primary criteria for leveling. This job is the LOWEST LEVEL OF COMPLEXITY. Complexity to be determined internally and may or may not be a function of dollar volume or contract length. Excludes Engineers or other individuals temporarily assigned program management responsibilities.	Bachelor	5	\$142.00
100	Program Manager Non-Technical 2	Responsible for managing NON-TECHNICAL government programs of moderate risk and complexity or may have deputy responsibility for a large program. Frequently is involved simultaneously in several programs. Oversees program budget and schedules prepared by subordinate staff. May have supervisory responsibilities including hiring, firing, and salary and performance management. May have primary responsibility for program growth. Serves as primary customer contact. May be Responsible for P&L. May be Responsible for business development within current customer base and/or for new customers. Program complexity is the primary criteria for leveling. This job is has a LOW LEVEL OF COMPLEXITY. Complexity to be determined internally and may or may not be a function of dollar volume or contract length. Excludes Engineers or other individuals temporarily assigned program management responsibilities and technical functional managers for a program	Bachelor	8	\$158.00

	Labor Category	Labor Category Description	Education	Yrs. Exp.	Commercial Price
101	Program Manager Non-Technical 3	Responsible for managing relatively complex NON-TECHNICAL programs. May manage fixed price contracts. Oversees program budget and schedules. May direct staff. Has primary responsibility for program growth; may be Responsible for marketing new technology or follow-on business acquisition. May be Responsible for P&L. May be Responsible for business development within current customer base and/or for new customers. Program complexity is the primary criteria for leveling. This job has a MEDIUM LEVEL OF COMPLEXITY. Complexity to be determined internally and may or may not be a function of dollar volume or contract length. Excludes Engineers or other individuals temporarily assigned program management responsibilities and technical functional managers for a program.	Bachelor	10	\$179.00
102	Program Manager Non-Technical 4	Responsible for managing very complex and/or high risk NON-TECHNICAL programs. May manage fixed price contracts. Oversees program budget and schedules. May direct staff. Has primary responsibility for program growth; may be Responsible for marketing new technology or follow-on business acquisition. May be Responsible for P&L. May be Responsible for business development within current customer base and/or for new customers. Program complexity is the primary criteria for leveling. This job has a HIGH LEVEL OF COMPLEXITY. Complexity to be determined internally and may or may not be a function of dollar volume or contract length. Excludes Engineers or other individuals temporarily assigned program management responsibilities and technical functional managers for a program.	Bachelor	12	\$195.00
103	Program Manager Non-Technical 5	Responsible for managing the highest-level strategic NON-TECHNICAL programs. May manage fixed price contracts. Oversees program budget and schedules. May direct staff. Has primary responsibility for program growth; may be Responsible for marketing new technology or follow-on business acquisition. May be Responsible for P&L. May be Responsible for business development within current customer base and/or for new customers. Program complexity is the primary criteria for leveling. This job has the HIGHEST LEVEL OF COMPLEXITY. Complexity to be determined internally and may or may not be a function of dollar volume or contract length. Excludes Engineers or other individuals temporarily assigned program management responsibilities and technical functional managers for a program.	Bachelor	15	\$226.00
104	Programmer Analyst	Reviews, analyzes, and modifies programming systems including encoding, testing, debugging, and documenting programs. May require a bachelor's degree. Requires 4-6 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. May report directly to a project lead or manager. A wide degree of creativity and latitude is expected.	Bachelor	4-6	\$100.00
105	Project Manager Technical 1	Responsible for the day-to-day tactical duties for a basic TECHNICAL program. Incumbent is not Responsible for P&L or business development, but is accountable to oversee results of multi-functional project teams. Responsible for the administrative/operational leadership of a project within the program guidelines set by the Program Manager and customer. Monitors project to ensure work scope, schedule, and budget are well defined and maintained. Provides the coordination between resource managers /supervisors and ensures all necessary reviews and approvals are received. May conduct performance/project analyses during phase-down to benefit future/other projects /missions /programs. Use this job as a DEFAULT if incumbent has responsibility for a combination of technical and non-technical programs.	Bachelor	5	\$158.00

	Labor Category	Labor Category Description	Education	Yrs. Exp.	Commercial Price
106	Project Manager Technical 2	Responsible for the day-to-day tactical duties for a moderately complex TECHNICAL program. Incumbent is not Responsible for P&L or business development, but is accountable to oversee results of multi-functional project teams. Responsible for the administrative/operational leadership of a project within the program guidelines set by the Program Manager and customer. Monitors project to ensure work scope, schedule, and budget are well defined and maintained. Provides the coordination between resource managers /supervisors and ensures all necessary reviews and approvals are received. May conduct performance/project analyses during phase-down to benefit future/other projects /missions /programs. Use this job as a DEFAULT if incumbent has responsibility for a combination of technical and non-technical programs.	Bachelor	8	\$184.00
107	Project Manager Technical 3	Responsible for the day-to-day tactical duties for a highly complex TECHNICAL program or group of programs. Incumbent is not responsible for P&L or business development, but is accountable to oversee results of multi-functional project teams. Responsible for the administrative/operational leadership of a project within the program guidelines set by the Program Manager and customer. Monitors project to ensure work scope, schedule, and budget are well defined and maintained. Provides the coordination between resource managers /supervisors and ensures all necessary reviews and approvals are received. May conduct performance/project analyses during phase-down to benefit future/other projects /missions /programs. Use this job as a DEFAULT if incumbent has responsibility for a combination of technical and non-technical programs.	Bachelor	10	\$220.00
108	Project/Program Assistant 1	Provides a variety of routine administrative support to a project. Works closely with Project Managers. Compiles technical, financial, and other project data using various database programs for inclusion in reports or presentation materials. Maintains tactical responsibility for tracking project financials. Participates in special projects as required. Makes appointments, travel arrangements, meeting arrangements and coordinates activities between program management, customer, and outside parties.	HS	1-2	\$68.00
109	Project/Program Assistant 2	Provides a variety of administrative support to a project or projects. Works closely with Project Managers. Compiles technical, financial, and other project data using various database programs for inclusion in reports or presentation materials. Maintains tactical responsibility for tracking project financials. Participates in special projects as required. Makes appointments, travel arrangements, meeting arrangements and coordinates activities between program management, customer, and outside parties.	HS	3-5	\$79.00
110	Project/Program Assistant 3	Provides a variety of administrative support to a complex project or multiple projects. Works closely with Project Managers. Compiles technical, financial, and other project data using various database programs for inclusion in reports or presentation materials. Maintains tactical responsibility for tracking project financials. Participates in special projects as required. Makes appointments, travel arrangements, meeting arrangements and coordinates activities between program management, customer, and outside parties. May provide work leadership for lower level employees.	HS	5+	\$89.00
111	Quality Engineer 1	Develops, applies, revises, and maintains quality standards for receiving, in-process and final inspection in accordance with company and contractual requirements. Writes inspection procedures. Assists in reviewing and evaluating in-process rejections, obtains disposition and implements corrective action as needed. Participates in audits. May provide technical support to inspection personnel.	Bachelor	Entry	\$89.00
112	Quality Engineer 2	Develops, applies, and revises quality standards for receiving, in-process and final inspection in accordance with company and contractual requirements. Reviews and revises or writes inspection procedures. Reviews and evaluates in-process rejections, obtains disposition and implements corrective action as needed. May interface with customers, vendors and various company departments to resolve quality problems and provide information. Participates in audits. Provides technical support to inspection personnel as needed.	Bachelor	2	\$100.00

	Labor Category	Labor Category Description	Education	Yrs. Exp.	Commercial Price
113	Quality Engineer 3	Defines and develops quality standards for receiving, in-process and final inspection in accordance with company and contractual requirements. Reviews and evaluates complex in-process rejections and implements corrective action as needed. Interfaces with customers, vendors and various company departments to resolve quality problems and provide information. Participates in and may lead audits. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities.	Bachelor	5	\$120.00
114	Quality Engineer 4	Defines and develops quality standards for receiving, in-process and final inspection in accordance with company and contractual requirements. Reviews and evaluates complex in-process rejections and implements corrective action as needed. Interfaces with customers, vendors and various company departments to resolve quality problems and provide information. Participates in and may lead audits. Provides management with feedback on inspection and test trends, returns and vendor performance. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities.	Bachelor	8	\$137.00
115	Scientist 1	Analyzes problems and applies theoretical techniques to develop solutions. Analyzes and organizes technical data and reports into summaries for management review. Prepares technical reports, manuals, and procedures. Defines and describes laboratory tests to be performed. Participates in test programs and prepares reports of test results.	Bachelor	Entry	\$100.00
116	Scientist 2	Responsible for analyzing problems and developing experimental or theoretical techniques for formalized engineering or scientific studies. Resolves a variety of technical problems leading to advanced engineering studies designed to increase efficiency or reduce costs. Demonstrates creative ability through patent disclosures or published papers. Prepares technical manuals, reports, and procedures reflecting advance knowledge in assigned area of expertise.	Bachelor	2	\$116.00
117	Scientist 3	Carries out development and testing of programs on systems, components, and materials concurrent with design, fabrication, or testing to better evaluate and minimize future problems. Develops alternative solutions to existing problems. Performs or delegates all detail work necessary to determine optimum solution/s. Evaluates proposals and makes recommendations based on sound scientific principles and practical considerations. Prepares cost and schedule estimates and technical documents on proposed projects in assigned area. Demonstrates creative ability through patent disclosures, problem solving, scientific reports or technical papers and articles. May provide work leadership for lower level employees. Excludes those with full supervisory experience.	Bachelor/ Masters	5	\$137.00
118	Scientist 4	Plans and performs scientific duties on new and varied problems where only general objectives are stated. Coordinates broad phases of the project and performs advanced development work to obtain or maintain technical leadership in assigned field. Plans scientific effort in coordination with related activities of other projects, departments, etc. Collaborates with supervisor to determine scheduling, budget, manpower, equipment, and supplies required for assigned project. Demonstrates creative ability through patent disclosures, problem solving, scientific reports or technical papers and articles. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities.	Bachelor/ Masters/ Doctorate	8	\$163.00

	Labor Category	Labor Category Description	Education	Yrs. Exp.	Commercial Price
119	Scientist 5	Working primarily under consultative direction toward pre-determined long-range goals. Investigates and advises management regarding feasibility of new projects, systems, or approaches. Provides economic estimates and the basic research or testing concept for such new projects. Provides technical coordination on assigned programs and may assume the lead role in a project or program. Identifies, defines, and recommends solutions to significant technical and economic problems based on general input from management. Through the careful review of reports, patents, literature and other data, maintains an up-to-date comprehensive understanding of the latest developments in the technical field as it pertains to the scope of responsibility. Actively participates in committee work of professional societies working with people outside the company. May write articles for professional societies covering the broad phases of the assignment.	Bachelor/ Masters/ Doctorate	10+	\$179.00
120	Scientist 6	Investigates and advises management regarding feasibility of new projects, systems, or approaches. Provides economic estimates and the basic research or testing concept for such new projects. Provides technical coordination on assigned programs and may assume the lead role in a project or program. Identifies, defines, and recommends solutions to significant technical and economic problems based on general input from management. Through the careful review of reports, patents, literature and other data, maintains an up-to-date comprehensive understanding of the latest developments in the technical field as it pertains to the scope of responsibility. Actively participates in committee work of professional societies working with people outside the company. Writes articles and presents papers for professional societies covering the broad phases of the assignment. NOTE: This is the highest level of progression as an individual contributor within the organization. Incumbents are normally widely recognized for their achievements, technical expertise, and meritorious standing within their professional field. Work at this level is normally on the forefront of new technologies.	Masters/ Doctorate	15+	\$205.00
121	Scientist 7	This position is not a typical career path for the Scientist job family. Entry into this position is by invitation only, not an automatic promotion through the ranks. Incumbents are leading experts in given fields and recognized as such both internally and externally. The incumbent is typically considered comparable to an executive level position and may be eligible to receive equivalent benefits. Incumbent Investigates and advises management regarding feasibility for the most complex and high revenue projects. Provides economic estimates and the research or testing concept for such new projects. Provides technical coordination and assumes the lead role. Identifies, defines, and recommends solutions to the most complex technical and economic problems based on general input from management. Through the careful review of reports, patents, literature and other data, maintains an up-to-date comprehensive understanding of the latest developments in the technical field as it pertains to the scope of responsibility. Actively participates in committee work of professional societies working with people outside the company. Writes articles and presents papers for professional societies covering the broad phases of the assignment. Work at this level is on the forefront of new technologies.	Doctorate	18+	\$242.00
122	Software Design Engineer 1	Assists in the design, development, troubleshooting, and analysis of software programs for computer based systems. May perform systems modeling, simulation, and analysis. Designs and develops basic compilers, assemblers, utility programs, and operating systems. Advises hardware design engineers on machine characteristics that affect software systems, such as storage capacity, processing speed and input/output requirements. As required, provides inputs for documentation of new or existing programs. Excludes those whose primary responsibilities are in applications programming.	Bachelor	Entry	\$89.00
123	Software Design Engineer 2	Designs, develops troubleshoots and analyzes software programs for computer based systems. Performs systems modeling, simulation, and analysis. Designs and develops compilers, assemblers, utility programs, and operating systems. Advises hardware design engineers on machine characteristics that affect software systems, such as storage capacity, processing speed and input/output requirements. As required, provides inputs for documentation of new or existing programs. Excludes those whose primary responsibilities are in applications programming.	Bachelor	2	\$110.00

	Labor Category	Labor Category Description	Education	Yrs. Exp.	Commercial Price
124	Software Design Engineer 3	Designs, develops, and analyzes complicated and difficult software programs for computer based systems. Performs systems modeling, simulation, and analysis. Collaborates with hardware design engineers on machine characteristics that affect software systems and works with them to resolve incompatibilities. As required, provides inputs for documentation of new or existing programs. May provide work leadership for lower level employees. Excludes those whose responsibilities are primarily in applications programming and those with full supervisory responsibilities.	Bachelor/ Masters	5	\$132.00
125	Software Design Engineer 4	Develops and applies advanced methods, theories, and research techniques in the investigation and solution of complex and advanced software applications and problems. Plans, conducts, and technically directs projects or major phases of significant projects, coordinating the efforts of technical support staff in the performance of assigned projects. Conducts investigations and tests of considerable complexity. Reviews literature, patents, and current practices relevant to the solution of assigned projects. Reviews completion and implementation of technical products. Evaluates vendor capabilities to provide required products or services. May provide technical consultation to other organizations and work leadership to lower level employees. Excludes those whose responsibilities are primarily in applications programming and those with full supervisory responsibilities.	Masters	8+	\$158.00
126	Software Design Engineer 5	Develops and applies advanced methods, theories, and research techniques in the investigation and solution of complex and advanced software applications and problems. Plans, conducts, technically directs, and evaluates projects or major phases of significant projects, coordinating the efforts of engineers and technical support staff in the performance of assigned projects. Conducts investigations and tests of considerable complexity. Reviews literature, patents, and current practices relevant to the solution of assigned projects. Recommends corrections in technical applications and analysis. Evaluates vendor capabilities to provide required products or services. Provides technical consultation to other organizations. May provide work leadership for lower level employees. Excludes those whose responsibilities are primarily in applications programming and those with full supervisory responsibilities.	Masters	10+	\$174.00
127	Software Design Engineer 6	Develops and applies advanced methods, theories, and research techniques in the investigation and solution of highly complex and advanced software applications and problems requiring the expert application of advanced knowledge. Plans, conducts, technically directs, and evaluates projects or major phases of significant projects, coordinating the efforts of engineers and technical support staff in the performance of assigned projects. Conducts investigations and tests of considerable complexity. Reviews literature, patents, and current practices relevant to the solution of assigned projects. Recommends corrections in technical applications and analysis. Evaluates vendor capabilities to provide required products or services. Provides technical consultation to other organizations. May provide work leadership for lower level employees. Excludes those whose responsibilities are primarily in applications programming and those with full supervisory responsibilities. NOTE: This is often the highest level of individual contributor within an organization. Incumbents are normally widely recognized for their achievements, technical expertise, and meritorious standing within their professional field. Work at this level is normally on the forefront of new technologies.	Masters/ Doctorate	12+	\$195.00

	Labor Category	Labor Category Description	Education	Yrs. Exp.	Commercial Price
128	Software Design Engineer 7	This position is not a typical career path for the Software Design Engineer. Entry into this position is by invitation only, not an automatic promotion through the ranks. Incumbents are leading experts in given fields and recognized as such both internally and externally. Incumbent develops and applies innovative methods, theories, and research techniques in the investigation and solution of extremely complex and advanced software applications and problems requiring the expert application of advanced superior knowledge. Plans, conducts, technically directs, and evaluates the most complex, cross functional and high revenue significant projects, coordinating the efforts of engineers and technical support staff in the performance of assigned projects. Conducts investigations and tests of the highest complexity. Reviews literature, patents, and current practices relevant to the solution of assigned projects. Recommends corrections in technical applications and analysis. Evaluates vendor capabilities to provide required products or services. Provides technical consultation to other organizations. May provide work leadership for lower level employees. Excludes those whose responsibilities are primarily in applications programming and those with full supervisory responsibilities. NOTE: There are few incumbents in this position. These are leaders in their field who are published authors and hold patents of their own.	Masters/ Doctorate	15+	\$226.00
129	Software Design Engineer Manager 1	Responsible for the direct management of the Software Design Engineering Staff. Organizes project and task workloads and selects individuals most qualified for assignments on specific projects. Directs technical organization to ensure progress according to technical objectives, within budgetary and schedule guidelines. Assesses results of technical projects under direction. Responsible for the employment, training, motivation, and discipline of assigned employees. This is typically the first level of management in this job family. Must directly manage exempt level employees. May manage nonexempt employees directly or through supervisors/leads. Excludes Working Leads. Title may be Supervisor or Manager depending on size of company and department.	Bachelors/ Masters	8	\$163.00
130	Software Design Engineer Manager 2	Responsible for the management of the Software Design Engineering function through subordinate supervisors/managers. Organizes project and task workloads and selects individuals most qualified for assignments on specific projects. Directs technical organization to ensure progress according to technical objectives, within budgetary and schedule guidelines. Assesses results of technical projects under direction. Responsible for the employment, training, motivation, and discipline of assigned employees. This is the second level of management of the Software Design Engineering function; title may be Manager or Director depending on size of company and department. MUST HAVE Supervisors /Managers reporting to them.	Bachelors/ Masters	10	\$220.00
131	Statistician	Analyzes and interprets data from various sources. Compiles reports, charts, and tables based on established statistical methods. Requires a bachelor's degree in area of specialty and 8-10 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.	Bachelor	8-10	\$110.00
132	Subject Matter Expert 1	Subject Matter Expert - Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. Utilizes modeling and measuring techniques, mathematics, statistical methods, engineering methods, operational mathematics techniques, and other principles and laws of scientific and economic disciplines in determining solutions.	Bachelor	1	\$105.00
133	Subject Matter Expert 2	Subject Matter Expert - Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. Utilizes modeling and measuring techniques, mathematics, statistical methods, engineering methods, operational mathematics techniques, and other principles and laws of scientific and economic disciplines in determining solutions.	Bachelor	2	\$158.00

	Labor Category	Labor Category Description	Education	Yrs. Exp.	Commercial Price
134	Subject Matter Expert 3	Subject Matter Expert - Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. Utilizes modeling and measuring techniques, mathematics, statistical methods, engineering methods, operational mathematics techniques, and other principles and laws of scientific and economic disciplines in determining solutions.	Bachelor	5	\$205.00
135	Subject Matter Expert 4	Subject Matter Expert - Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. Utilizes advanced knowledge of modeling and measuring techniques, mathematics, statistical methods, engineering methods, operational mathematics techniques, and other principles and laws of scientific and economic disciplines in determining solutions. May provide work leadership to lower level employees.	Bachelor	8	\$252.00
136	Subject Matter Expert 5	Subject Matter Expert - Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. Utilizes modeling and measuring techniques, mathematics, statistical methods, engineering methods, operational mathematics techniques, and other principles and laws of scientific and economic disciplines in determining solutions. Provides integral support in the requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of modeling and simulation based decision support system applications.	Bachelor	10+	\$289.00
137	Subject Matter Expert 6	Subject Matter Expert - analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. Utilizes extremely complex modeling and measuring techniques, mathematics, statistical methods, engineering methods, operational mathematics techniques, and other principles and laws of scientific and economic disciplines in determining solutions. Provides integral support in the requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of modeling and simulation based decision support system applications. This position is for the elite. Only a handful of incumbents.	Master/ PhD	12-15	\$341.00
138	Subject Matter Expert 7	Subject Matter Expert - analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. Utilizes extremely complex modeling and measuring techniques, mathematics, statistical methods, engineering methods, operational mathematics techniques, and other principles and laws of scientific and economic disciplines in determining solutions. Provides integral support in the requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of modeling and simulation based decision support system applications. This position is for the elite. Only a handful of incumbents.	PhD	15-20	\$341.00
139	Systems Administrator 1	Assists with the day-to-day operational maintenance, support, and upgrades for operating systems, workstations, and servers. Under close supervision, performs basic software installations and upgrades to operating systems and layered software packages. Follows established IT policies and procedures. Monitors and tunes the system to achieve optimum performance levels. Ensures workstation/server data integrity by implementing standard software and hardware solutions. Ensures data/media recoverability by following a schedule of system backups and database archive operations. Complies with standard operating procedures. Conducts basic hardware and software audits of workstations and servers to ensure compliance with established standards, policies, and configuration guidelines. Incumbents in this job differ from Network and Systems Analysts in that they provide the day-to-day upkeep and maintenance of the established systems whereas the Analysts determine and develop the systems that will be implemented.	Associates	Entry	\$79.00

	Labor Category	Labor Category Description	Education	Yrs. Exp.	Commercial Price
140	Systems Administrator 2	Responsible for the day-to-day operational maintenance, support, and upgrades for operating systems, workstations, and servers. Under general supervision, 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. Implements and promotes standard operating procedures. Conducts hardware and software audits of workstations and servers to ensure compliance with established standards, policies, and configuration guidelines. Incumbents in this job differ from Network and Systems Analysts in that they provide the day-to-day upkeep and maintenance of the established systems whereas the Analysts determine and develop the systems that will be implemented.	Associates	2-5	\$89.00
141	Systems Administrator 3	Responsible for the day-to-day operational maintenance, support, and upgrades for operating systems, workstations, and servers. Under limited supervision, performs complex 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 of varying complexities. Ensures data/media recoverability by developing and implementing a schedule of system backups and database archive operations. Plans and implements the modernization of servers. Develops, implements and promotes standard operating procedures and schedules. Conducts hardware and software audits of workstations and servers to ensure compliance with established standards, policies, and configuration guidelines. Work at this level is generally done for the more complex systems. Incumbent may develop and implement new standards, policies, and procedures. May provide work leadership for lower level employees. Incumbents in this job differ from Network and Systems Analysts in that they provide the day-to-day upkeep and maintenance of the established systems whereas the Analysts determine and develop the systems that will be implemented.	Associates	+5	\$105.00
142	Systems Analyst 1	Assists in performing routine analysis and systems design. Gathers information from users for analysis of problem areas and prepares elementary feasibility studies. Assists in preparation of systems specifications. Prepares basic functional process charts describing existing and proposed operations and routine logic flow charts of basic systems. May prepare detailed record layouts from specifications provided by others. May conduct elementary forms design and layout activities.	Bachelor	Entry	\$120.00
143	Systems Analyst 2	Performs analysis and systems design for a variety of applications. Analyzes procedures and systems to refine their formulation and converts them to programmable formats. Gathers information from users for analysis of problem areas. Participates in or may plan and conduct preliminary studies of potential data processing applications and prepares design proposals to reflect cost, time, and alternative actions to satisfy existing and future needs. Develops detailed system specifications for conversion to programming language by staff programmers. Recommends conversion and system implementation plans including user training and orientation.	Bachelor	2	\$132.00
144	Systems Analyst 3	Analyzes and evaluates user requirements by coordinating with the user to define the problem, data availability, report requirements, and system design problems. Defines systems objectives and prepares system design specifications to meet user requirements and satisfy interface problems. Analyzes alternate means of deriving input data to select the most accurate, feasible and economical methods. Defines input and output file specifications including file organization. Defines controls, conversion procedures, and system implementation plans including user training and orientation. May provide work leadership to lower level employees. Excludes those with full supervisory responsibilities.	Bachelor	5	\$152.00

	Labor Category	Labor Category Description	Education	Yrs. Exp.	Commercial Price
145	Systems Analyst 4	Analyzes and evaluates major system project requirements of considerable complexity requiring a thorough understanding of all parameters affecting and interfacing with the system. Reviews user requirements and provides direction in the identification of problem and potential resolution. Provides analytical support in the conceptualization, development and implementation of complex, multiple, inter-linked systems. Defines system objectives and prepares system design specifications to meet user requirements and satisfy interface problems. Formulates logical statements of user requirements and develops solutions through application of systems and methods engineering techniques. Reviews alternate approaches and selects appropriate methodology. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities.	Bachelor/ Masters	8	\$168.00
146	Systems Architect/ Management Consultant/ SME I	Systems Architect, Consultant, or SME who performs, leads, coordinates, and/or consults in highly specialized subject areas and/or the performance of programs and projects including but not limited to engineering design/analysis, systems design/analysis, requirements analysis, computer programming, software development, integration, documentation, test and evaluation, system operations, acquisition management, program management, business process reengineering, networking, information management and other related functional, technical or management tasks.	Bachelor	10	\$252.00
147	Systems Design Engineer 1	Assists in the analysis of existing systems and the definition, design and development of new system requirements. Participates in the determination of system specifications, input/output processes, and working parameters for hardware/software compatibility. Identifies, analyzes, and may resolve program support deficiencies.	Bachelor	Entry	\$84.00
148	Systems Design Engineer 2	Analyzes existing systems and defines designs and develops new system requirements. Determines system specifications, input/output processes, and working parameters for hardware/software compatibility. Coordinates design of subsystems and integration of total system. Identifies, analyzes, and resolves program support deficiencies.	Bachelors	5	\$116.00
149	Systems Design Engineer 3	Defines designs and develops system requirements. Assesses architecture and current hardware limitations, defines, and designs complex system specifications, input/output processes and working parameters for hardware/software compatibility. Coordinates design of subsystems and integration of total system. Analyzes and resolves difficult and complicated program support deficiencies. Conducts independent technical investigations in systems design. Coordinates and consolidates design efforts on major projects. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities	Bachelors/ Masters	10	\$152.00
150	Systems Design Engineer Manager 1	Responsible for the direct management of the Systems Design Engineering staff. Organizes project and task workloads and selects individuals most qualified for assignments on specific projects. Directs technical organization to ensure progress according to technical objectives, within budgetary and scheduling guidelines. Assesses results of technical projects under direction. Responsible for the employment, training, motivation, and discipline of assigned employees. This is typically the first level of management in this job family. Must directly manage exempt level employees. May manage nonexempt employees directly or through supervisors/leads. Excludes Working Leads. Title may be Supervisor or Manager depending on size of company and department.	Bachelors/ Masters	5	\$168.00
151	Systems Design Engineer Manager 2	Responsible for the management of the Systems Design Engineering function through subordinate supervisors/managers. Organizes project and task workloads and selects individuals most qualified for assignments on specific projects. Directs technical organization to ensure progress according to technical objectives, within budgetary and scheduling guidelines. Assesses results of technical projects under direction. Responsible for the employment, training, motivation, and discipline of assigned employees. This is the second level of management of the Systems Design Engineering function; title may be Manager or Director depending on size of company and department. MUST HAVE Supervisors /Managers reporting to them.	Bachelors/ Masters	8	\$189.00

	Labor Category	Labor Category Description	Education	Yrs. Exp.	Commercial Price
152	System Engineer I	Defines designs and develops system requirements. Assesses architecture and current hardware limitations, defines, and designs complex system specifications, input/output processes and working parameters for hardware/software compatibility. Coordinates design of subsystems and integration of total system. Analyzes and resolves difficult and complicated program support deficiencies. Conducts independent technical investigations in systems design. Coordinates and consolidates design efforts on major projects. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities.	Bachelor	5	\$105.00
153	Systems Support Engineer	Develops and applies advanced methods, theories, and research techniques in the investigation and solution of complex and difficult system design requirements and problems requiring the expert application of advanced knowledge. Plans, conducts, and technically directs projects or major phases of significant projects, coordinating the efforts of engineers and technical support staff in the performance of assigned projects. Conducts investigations of considerable complexity. Reviews literature, patents, and current practices relevant to the solution of assigned projects. Reviews completion and implementation of systems additions and/or enhancements and recommends corrections in technical application and analysis to management. Evaluates vendor capabilities to provide required products or services. Provides technical consultation to other organizations. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities. NOTE: This is often the highest level of individual contributor within an organization. Incumbents are normally widely recognized for their achievements, technical expertise, and meritorious standing within their professional field. Work is normally on the forefront of new technologies	Masters	12	\$126.00
154	Technical Librarian 1	Assists in the overall operation of a technical/business library or resource center, including acquisition, circulation, cataloging, research and search requests. Participates in ordering, inventory, and circulation of journals and assists in providing information to authorized users for use in technical projects, proposal preparation, marketing, planning, and the like.	Bachelor	Entry	\$74.00
155	Technical Librarian 2	Responsible for the overall operation of a technical/business library or resource center, including acquisition, circulation, cataloging, research and search requests. Orders, inventories and circulates journals and provides information to authorized users for use in technical projects, proposal preparation, marketing, planning, and the like. Participates in the continual enhancement of library services, acquisition of equipment and improvement of methods. May interface with staff and management in the selection of subscriptions and reference materials. May have some budgetary responsibilities.	Bachelor	2	\$95.00
156	Technical Librarian 3	Responsible for the overall operation of a technical/business library or resource center, including acquisition, circulation, cataloging, research and search requests. Orders, inventories and circulates journals and provides information to authorized users for use in technical projects, proposal preparation, marketing, planning, and the like. Recommends continual enhancements of library services, acquisition of equipment and improvement of methods. Interfaces with and makes recommendations to management regarding the selection of subscriptions and reference materials. Monitors spending and may have budget responsibility. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities.	Bachelor/ Masters	5	\$105.00
157	Technical Support Specialist/ Help Desk 1	Provides telephone technical support to employees regarding technical aspects of assigned products. Answers questions about installation, operation, configuration, customization, and usage of assigned products. Applies basic diagnostic techniques to identify problems, investigate causes, and recommend solutions to correct common failures. Escalates complex problems to senior level Technical Support Specialist or Supervisor. Normally considered the Trainee level and primarily handles calls from company employees.	HS	1-2	\$68.00
158	Technical Support Specialist/ Help Desk 2	Provides telephone technical support to employees and customers regarding technical aspects of assigned products. Answers specific questions about installation, operation, configuration, customization, and usage of assigned products. Applies diagnostic techniques to identify problems, investigate causes, and recommend solutions to correct common failures. Escalates complex problems to senior level Technical Support Specialist or Supervisor.	HS	1-2	\$84.00

	Labor Category	Labor Category Description	Education	Yrs. Exp.	Commercial Price
159	Technical Support Specialist/ Help Desk 3	Provides telephone technical support to employees and customers regarding complex technical aspects of assigned products. Answers complex questions about installation, operation, configuration, customization, and usage of assigned products. Applies advanced diagnostic techniques to identify problems, investigate causes, and recommend solutions to correct common failures. Assists lower level Support Specialists with complex problems. May provide work direction to lower level Support Specialists.	HS	3-5	\$95.00
160	Technical Writer/Editor 1	Following established procedures and formats, researches, writes edits and proofreads technical data for use in routine documents or sections of documents such as manuals, procedures, and specifications. Ensures documents meet editorial and government specifications and adhere to standards for quality, graphics, coverage, format, and style. Excludes those Responsible only for writing or editing functions.	Bachelor	Entry	\$68.00
161	Technical Writer/Editor 2	Researches, writes, edits and proofreads technical data for use in documents or sections of documents such as manuals, procedures, and specifications. Ensures technical documentation is accurate, complete, meets editorial and government specifications, and adheres to standards for quality, graphics, coverage, format, and style. Assists in establishing style guidelines and standards for texts and illustrations. Excludes those Responsible only for writing or editing.	Bachelor	2	\$89.00
162	Technical Writer/Editor 3	Researches, organizes, writes, edits, and produces technical data for major publication projects. Ensures technical documentation is accurate, complete, meets editorial and government specifications, and adheres to standards for quality, graphics, coverage, format, and style. May participate in the establishment of style guidelines and standards for texts and illustrations. May provide work leadership for lower level employees. Excludes those Responsible only for writing or editing and those with full supervisory responsibilities.	Bachelor	5	\$100.00
163	Technical Writer/Editor 4	Researches, organizes, writes, edits, and produces data for use in a wide variety of complex technical publications requiring in-depth knowledge and understanding of the subject matter and allied fields. Recommends overall organization and layout, editorial standards, publication methods and the like. Coordinates publication with outside sources and vendors as needed. Develops department editing standards and styles. May provide work leadership for lower level employees. Excludes those Responsible only for writing or editing and those with full supervisory responsibilities. EXPERIENCE & TRAINING: Bachelor's Degree in an applicable technical field or equivalent experience and excellent communication skills.	Bachelor	7	\$126.00
164	Technical/ Medical Writer	Responsible for researching, writing, and editing clinical/statistical reports and study protocols: summarizes data from clinical studies for submission to the Food and Drug Administration (FDA). May require a master's degree and at least 8 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a supervisor or manager.	Masters	8	\$137.00
165	Test Engineer 1	Performs routine design and test programs, processes, and systems to measure the functionality and integrity of products and services. Assists with writing basic test procedures and protocols to assess product reliability and evaluates the ability of products to meet performance standards and specifications. Gathers basic test data and evaluates the results of tests to determine if product designs and architecture meets customer specifications and performance expectations. May develop basic test simulations to evaluate how products react under different conditions. Debugs basic test hardware and software to analyze product failure and assesses the integrity and reliability of product performance. Analyzes routine test cases and scenarios and reports results. May collaborate with other engineering groups to improve or upgrade product performance.	Bachelor	Entry	\$100.00

	Labor Category	Labor Category Description	Education	Yrs. Exp.	Commercial Price
166	Test Engineer 2	Designs and develops moderately complex test programs, processes, and systems to measure the functionality and integrity of products and services. May design and build moderately complex test stations. Writes moderately complex test procedures and protocols to assess product reliability and evaluates the ability of products to meet performance standards and specifications. Gathers test data and evaluates the results of tests to determine if product designs and architecture meets customer specifications and performance expectations. Develops moderately complex test simulations to evaluate how products react under different conditions and analyzes product failure to assess the integrity and reliability of product performance. Debugs moderately complex test hardware and software. Analyzes test cases and scenarios and reports results. Collaborates with other engineering groups to improve or upgrade product performance.	Bachelor	2	\$110.00
167	Test Engineer 3	Designs and develops complex test programs, processes, and systems to measure the functionality and integrity of products and services. Designs and builds test stations. Writes complex test procedures and protocols to assess product reliability and evaluates the ability of products to meet performance standards and specifications. Gathers test data and evaluates the results of tests to determine if product designs and architecture meets customer specifications and performance expectations. Develops complex test simulations to evaluate how products react under different conditions and analyzes product failure to assess the integrity and reliability of product performance. Debugs complex test hardware and software. Analyzes test cases and scenarios and reports results. Collaborates with other engineering groups to improve or upgrade product performance. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities.	Bachelor	5	\$126.00
168	Test Engineer 4	Designs and develops highly complex test programs, processes, and systems to measure the functionality and integrity of products and services. May lead the design and building of test stations. Writes highly complex test procedures and protocols to assess product reliability and evaluates the ability of products to meet performance standards and specifications. Monitors the gathering of test data and may supervise the evaluation of test results to determine if product designs and architecture meets customer specifications and performance expectations. Develops highly complex test simulations to evaluate how products react under different conditions and analyzes product failure to assess the integrity and reliability of product performance. Defines debug protocols for test hardware and software. Analyzes test cases and scenarios and reports results. Collaborates with other engineering groups to improve or upgrade product performance. May provide technical consultation to other organizations and work leadership for lower level employees. Excludes those with full supervisory responsibilities.	Masters	8+	\$147.00
169	Test Engineer 5	Designs and develops advanced test programs, processes, and systems to measure the functionality and integrity of products and services. Typically leads the design and building of test stations. Writes advanced highly complex test procedures and protocols to assess product reliability and evaluates the ability of products to meet performance standards and specifications. Monitors the gathering of test data and typically supervises the evaluation of test results to determine if product designs and architecture meets customer specifications and performance expectations. Develops advanced highly complex test simulations to evaluate how products react under different conditions and analyzes product failure to assess the integrity and reliability of product performance. Defines debug protocols for test hardware and software. Analyzes complex test cases and scenarios and reports results. Collaborates with other engineering groups to improve or upgrade product performance. May provide technical consultation to other organizations and work leadership for lower level employees. Excludes those with full supervisory responsibilities.	Masters	10+	\$168.00

	Labor Category	Labor Category Description	Education	Yrs. Exp.	Commercial Price
170	Test Engineer Senior	Designs and develops complex test programs, processes, and systems to measure the functionality and integrity of products and services. Designs and builds test stations. Writes complex test procedures and protocols to assess product reliability and evaluates the ability of products to meet performance standards and specifications. Gathers test data and evaluates the results of tests to determine if product designs and architecture meets customer specifications and performance expectations. Develops complex test simulations to evaluate how products react under different conditions and analyzes product failure to assess the integrity and reliability of product performance. Debugs complex test hardware and software. Analyzes test cases and scenarios and reports results. Collaborates with other engineering groups to improve or upgrade product performance. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities.	Bachelor	5	\$147.00
171	Web Graphics Designer 1	Produces design and layout of standard Web Sites to meet defined marketing requirements. Implements web graphics design requirements as assigned to meet the defined visual "look, feel and appeal".	Bachelor	2-4	\$84.00
172	Web Graphics Designer 2	Produces design and layout for a variety of Web Site applications. Recommends techniques and treatments which support the visual "look, feel and appeal" graphics design concepts of the site. Creates and manipulates Web Graphics to optimized palette, size, speed, navigation, structure, and web page layout. Plans and designs functional interfaces. Coordinates with marketing, Web content and Web technical staff to define graphics requirements that complement overall functionality and purpose of the Web Site.	Bachelor	4-6	\$105.00
173	Web Graphics Designer 3	Produces design and layout of critical Web Sites involving new concepts. Creates graphic "look, feel and appeal" of Web Site to meet requirements. Creates and manipulates Web Graphics to optimized palette, size, speed, navigation, structure, and web page layout. Plans and designs functional interfaces. Recommends web graphics design standards and techniques consistent with marketing objectives.	Bachelor	5-8	\$126.00
174	Web Graphics Designer 4	Produces design and layout of critical Web Sites involving new concepts. Creates graphic "look, feel and appeal" of Web Site to meet requirements. Creates and manipulates Web Graphics to optimized palette, size, speed, navigation, structure, and web page layout. Plans, designs, and implements functional interfaces. Recommends web graphics design standards and techniques consistent with marketing objectives. Incumbent may provide work leadership for lower level employees. Excludes those with full supervisory responsibilities.	Bachelor	6-10	\$147.00