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# Commercial Price List

April 1, 2025 – March 31, 2026



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<b>Optima II Commercial Price List</b>		
<b>04/01/25 – 03/31/26</b>		
<b>Line Item #</b>	<b>Labor Category</b>	<b>Commercial Hourly Rate</b>
IT-1	Applications Developer Entry-Level	\$175.07
IT-2	Applications Developer Journeyman	\$189.22
IT-3	Applications Developer Master	\$236.02
IT-4	Applications Developer Senior	\$207.83
IT-5	Applications Systems Analyst Entry-Level	\$163.33
IT-6	Applications Systems Analyst Master	\$204.54
IT-7	Applications Systems Analyst Senior	\$174.94
IT-13	Business Process Consultant	\$202.91
IT-14	Business Systems Analyst	\$194.64
IT-15	Cable Installer	\$60.43
IT-16	Chief Information Security Officer	\$289.50
IT-17	Computer Scientist	\$230.05
IT-18	Data Architect Master	\$226.91
IT-19	Data Warehousing Specialist Entry-Level	\$138.20
IT-20	Data Warehousing Specialist Journeyman	\$152.70
IT-21	Data Warehousing Specialist Master	\$194.13
IT-22	Data Warehousing Specialist Senior	\$165.88
IT-23	Data/Configuration Management Specialist - Sr	\$83.60
IT-24	Database Specialist Entry-Level	\$152.95
IT-25	Database Specialist Master	\$197.90
IT-26	Database Specialist Senior	\$171.40
IT-27	Deputy Program Manager	\$127.91
IT-28	Documentation Specialist Entry-Level	\$108.38
IT-29	Documentation Specialist Journeyman	\$136.42
IT-30	Enterprise Architect	\$275.63
IT-31	Field Service Engineer Entry-Level	\$119.11
IT-32	Field Service Engineer Journeyman	\$142.22
IT-33	Graphics Specialist	\$133.90
IT-34	Hardware Engineer Entry-Level	\$171.71
IT-35	Hardware Engineer Journeyman	\$185.60
IT-36	Hardware Engineer Senior	\$214.96

<b>Optima II Commercial Price List</b>		
<b>04/01/25 – 03/31/26</b>		
<b>Line Item #</b>	<b>Labor Category</b>	<b>Commercial Hourly Rate</b>
IT-37	Help Desk Manager	\$193.17
IT-38	Helpdesk Specialist Entry-Level	\$84.69
IT-39	Helpdesk Specialist Journeyman	\$92.89
IT-40	Helpdesk Specialist Senior	\$110.84
IT-41	Information Assurance/Security Specialist Entry-Level	\$147.63
IT-42	Information Assurance/Security Specialist Journeyman	\$181.09
IT-43	Information Assurance/Security Specialist Senior	\$209.16
IT-44	Information Specialist/Knowledge Engineer	\$179.60
IT-45	Integrated Systems Engineer	\$125.88
IT-46	ISP/OSP Supervisor/Technician	\$105.09
IT-47	Logistics Specialist	\$52.25
IT-48	Network Engineer	\$131.95
IT-49	Network Services Technician	\$89.02
IT-50	Network Specialist Entry-Level	\$110.64
IT-51	Network Specialist Journeyman	\$121.51
IT-52	Network Specialist Master	\$158.92
IT-53	Network Specialist Senior	\$132.05
IT-54	Operations System Security Specialist	\$117.04
IT-55	OSP Tech - Entry	\$ 63.87
IT-56	OSP Tech - Jr	\$77.55
IT-57	OSP Tech - Sr	\$84.40
IT-58	Program Manager	\$319.77
IT-59	Project Manager	\$266.99
IT-60	Research Analyst	\$169.14
IT-61	Site Manager	\$87.73
IT-62	Software Engineer Entry-Level	\$203.39
IT-68	Software Engineer Journeyman	\$238.62
IT-69	Structured Wire Engineer	\$ 129.79
IT-70	Subject Matter Expert Journeyman	\$241.81
IT-71	Subject Matter Expert Master	\$267.78
IT-72	Subject Matter Expert Senior	\$249.61

<b>Optima II Commercial Price List</b> 04/01/25 – 03/31/26		
Line Item #	Labor Category	Commercial Hourly Rate
IT-73	System Maintenance Technician II	\$54.85
IT-74	Systems Engineer	\$206.05
IT-75	Systems Engineer - Sr	\$ 117.04
IT-76	Technical Writer	\$177.04
IT-79	Training Specialist (AR/VR/Video Game Designer) Senior	\$173.93
IT-80	Training Specialist (AR/VR/Video Game Designer) Journeyman	\$162.99
IT-81	Training Specialist (AR/VR/Video Game Designer) Master	\$198.43
IT-82	Training Specialist Journeyman	\$147.63
IT-83	Training Specialist Master	\$184.77
IT-84	Training Specialist Senior	\$158.84
IT-85	Voice/Data Communications Engineer Entry-Level	\$174.97
IT-86	Voice/Data Communications Engineer Journeyman	\$189.48
IT-87	Voice/Data Communications Engineer Master	\$228.86
IT-88	Voice/Data Communications Engineer Senior	\$201.60
IT-89	Web Content Analyst	\$121.59
IT-90	Web Designer	\$142.47
IT-91	Wiring Services Technician	\$80.36

<b>Labor Category Descriptions</b>				
<b>Labor Category/Job Title</b>	<b>Labor Category/Service Description</b>	<b>Minimum Education</b>	<b>Minimum Years of Experience</b>	<b>Education substitutions</b>
Applications Developer Entry-Level	Creates technical specifications and builds the applications consistent to those specifications. Assists with application design, coding, unit and integration testing, debugging and systems documentation. Ensures adherence to corporate development standards, procedures, and design/coding best practices. Supports and assists in developing test plans and test scripts. Collaborates with other developers with design issues identified during programming and test phases. Assist in developing internal and external system design specifications. Assists in creating design documentation deliverables including, but not limited to Process Models, Process Decomposition Diagrams, Network Architecture Diagrams, Data Models, Data Flow Diagrams, Entity Relationship Diagrams, etc.	Associates	1	Associates' degree equal to High School diploma/GED plus two years experience.
Applications Developer Journeyman	Creates technical specifications and builds the applications consistent to those specifications. Assists with application design, coding, unit and integration testing, debugging and systems documentation. Ensures adherence to corporate development standards, procedures, and design/coding best practices. Supports and assists in developing test plans and test scripts. Collaborates with other developers with design issues identified during programming and test phases. Assist in developing internal and external system design specifications. Assists in creating design documentation deliverables including, but not limited to Process Models, Process Decomposition Diagrams, Network Architecture Diagrams, Data Models, Data Flow Diagrams, Entity Relationship Diagrams, etc.	Bachelors	3	Bachelors' degree equal to Associates degree plus two years experience.
Applications Developer Master	Creates technical specifications and builds the applications consistent to those specifications. Assists with application design, coding, unit and integration testing, debugging and systems documentation. Ensures adherence to corporate development standards, procedures, and design/coding best practices. Supports and assists in developing	Bachelors	8	Bachelors' degree equal to Associates degree plus

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	test plans and test scripts. Collaborates with other developers with design issues identified during programming and test phases. Assist in developing internal and external system design specifications. Assists in creating design documentation deliverables including, but not limited to Process Models, Process Decomposition Diagrams, Network Architecture Diagrams, Data Models, Data Flow Diagrams, Entity Relationship Diagrams, etc.			two years experience.
Applications Developer Senior	Creates technical specifications and builds the applications consistent to those specifications. Assists with application design, coding, unit and integration testing, debugging and systems documentation. Ensures adherence to corporate development standards, procedures, and design/coding best practices. Supports and assists in developing test plans and test scripts. Collaborates with other developers with design issues identified during programming and test phases. Assist in developing internal and external system design specifications. Assists in creating design documentation deliverables including, but not limited to Process Models, Process Decomposition Diagrams, Network Architecture Diagrams, Data Models, Data Flow Diagrams, Entity Relationship Diagrams, etc.	Bachelors	5	Bachelors' degree equal to Associates degree plus two years experience.
Applications Systems Analyst Entry-Level	Performs systems analysis and logical design of multi-user, multi-table systems codes and tests. Implements and maintains system modifications as required. Shall create and maintain substantial systems documentation, including design diagrams and data dictionaries, for systems development work performed and assists with development of user's manuals for various applications	Associates	1	Associates' degree equal to High School diploma/GED plus two years experience.
Applications Systems Analyst Master	Performs systems analysis and logical design of multi-user, multi-table systems codes and tests. Implements and maintains system modifications as required. Shall create and maintain substantial systems documentation, including design diagrams and data	Bachelors	6	Bachelors' degree equal to Associates degree plus

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	dictionaries, for systems development work performed and assists with development of user's manuals for various applications			two years experience.
Applications Systems Analyst Senior	Performs systems analysis and logical design of multi-user, multi-table systems codes and tests. Implements and maintains system modifications as required. Shall create and maintain substantial systems documentation, including design diagrams and data dictionaries, for systems development work performed and assists with development of user's manuals for various applications.	Bachelors	4	Bachelors' degree equal to Associates degree plus two years experience.
Business Process Consultant	Analyzes process and re-engineering, with an understanding of technical problems and solutions as they relate to the current and future business environment. Creates process change by integrating new processes with existing ones and communicating these changes to impacted Business Systems teams. Recommends and facilitates quality improvement efforts.	Bachelors	7	Bachelors' degree equal to Associates degree plus two years experience.
Business Systems Analyst	Formulates and defines systems scope and objectives based on both user needs and a thorough understanding of business systems and industry requirements. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operation time, and form of desired results. Includes analysis of business and user needs, documentation of requirements, and translation into proper system requirements specifications. Provides consultation on complex projects and is considered to be the top level contributor/specialist of most phases of systems analysis, while considering the business implications of the application of technology to the current and future business environment.	Bachelors	3	Bachelors' degree equal to Associates degree plus two years experience.



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Cable Installer	Job functions to include the installation, construction, maintenance & repair of required cables. Proficient regarding safety in all overhead, in-ground & underground facilities construction requirements, guidelines & techniques.	Bachelors	2	4 Years & general experience is considered equivalent to a Bachelors degree
Chief Information Security Officer	Responsible for determining enterprise information security standards. Develops and implements information security standards and procedures. Provides tactical information security advice and examining the ramifications of new technologies. Ensures that all information systems are functional and secure.	Bachelors	7	Bachelors' degree equal to Associates degree plus two years experience.
Computer Scientist	Develops, modifies, and applies computer modeling and programming applications to analyze and solve mathematical and scientific problems affecting system and program performance. Participates in all phases of scientific and engineering projects such as research, design, development, testing, modeling, simulating, training, and documentation. Acts as a senior consultant in complex or mission critical client requirements.	Bachelors	5	Bachelors' degree equal to Associates degree plus two years experience.
Data Architect Master	Designs and builds relational databases. Performs data access analysis design, and archive/recovery design and implementation. Develops strategies for data acquisitions, archive recovery, and implementation of a database. Works in a data warehouse environment, which includes data design, database architecture, and metadata repository creation. Translates business needs into long-term architecture solutions. Defines, designs, and builds dimensional databases. Develops data warehousing blueprints, evaluating hardware and software platforms, and integrating systems. Reviews and develops	Bachelors	8	Bachelors' degree equal to Associates degree plus two years experience.

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	object and data models and the metadata repository to structure the data for better management and quicker access.			
Data Warehousing Specialist Entry-Level	Coordinates the data administration technical function for both data warehouse development and maintenance. Facilitates change control, problem management, and communication among data architects, programmers, analysts, and engineers. Establishes and enforces processes to ensure a consistent, well managed, and well-integrated data warehouse infrastructure. Analyzes and identifies data and metadata requirements. Defines user requirements and database design specifications. Designs, implements, and supports data warehousing requirements. Implements business rules via stored procedures, middleware, or other technologies. Provides product support and maintenance of the data warehouse. Performs data warehouse design and construction. Prepares/implements data verification and testing methods for the data warehouse.	Associates	1	Associates' degree equal to High School diploma/GED plus two years experience.
Data Warehousing Specialist Journeyman	Coordinates the data administration technical function for both data warehouse development and maintenance. Facilitates change control, problem management, and communication among data architects, programmers, analysts, and engineers. Establishes and enforces processes to ensure a consistent, well managed, and well-integrated data warehouse infrastructure. Analyzes and identifies data and metadata requirements. Defines user requirements and database design specifications. Designs, implements, and supports data warehousing requirements. Implements business rules via stored procedures, middleware, or other technologies. Provides product support and maintenance of the data warehouse. Performs data warehouse design and construction. Prepares/implements data verification and testing methods for the data warehouse.	Bachelors	3	Bachelors' degree equal to Associates degree plus two years experience.

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Data Warehousing Specialist Master	Coordinates the data administration technical function for both data warehouse development and maintenance. Facilitates change control, problem management, and communication among data architects, programmers, analysts, and engineers. Establishes and enforces processes to ensure a consistent, well managed, and well-integrated data warehouse infrastructure. Analyzes and identifies data and metadata requirements. Defines user requirements and database design specifications. Designs, implements, and supports data warehousing requirements. Implements business rules via stored procedures, middleware, or other technologies. Provides product support and maintenance of the data warehouse. Performs data warehouse design and construction. Prepares/implements data verification and testing methods for the data warehouse.	Bachelors	7	Bachelors' degree equal to Associates degree plus two years experience.
Data Warehousing Specialist Senior	Coordinates the data administration technical function for both data warehouse development and maintenance. Facilitates change control, problem management, and communication among data architects, programmers, analysts, and engineers. Establishes and enforces processes to ensure a consistent, well managed, and well-integrated data warehouse infrastructure. Analyzes and identifies data and metadata requirements. Defines user requirements and database design specifications. Designs, implements, and supports data warehousing requirements. Implements business rules via stored procedures, middleware, or other technologies. Provides product support and maintenance of the data warehouse. Performs data warehouse design and construction. Prepares/implements data verification and testing methods for the data warehouse.	Bachelors	5	Bachelors' degree equal to Associates degree plus two years experience.

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Data/Configuration Management Specialist - Sr	Conducts site inventory of equipment, software, and/or systems; prepares, maintains and inventories associated technical drawings for assigned projects; researches data, and creates and maintains inventory and other databases for assigned projects; prepares configuration change requests and verifies, tracks, and documents configuration changes; may perform logistic- related tasks like shipping/receiving, tracking, and disposal of equipment, software, and/or systems; coordinates equipment/software utilization among individual users; performs quality assurance checks on drawings prepared by other configuration management specialists; may serve as a team or task lead; may supervise and direct the work of other configuration management specialists.	Bachelors	4	4 Years & general experience is considered equivalent to a Bachelors degree
Database Specialist Entry-Level	Provides all activities related to the administration of computerized databases. Projects long-range requirements for database administration and design in conjunction with other managers in the information systems function. Designs, creates, and maintains databases in a client/server environment. Conducts quality control and auditing of databases in a client/server environment to ensure accurate and appropriate use of data. Advises users on access to various client/server databases. Designs, implements, and maintains complex databases with respect to JCL, access methods, access time, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Applies knowledge and experience with database technologies, development methodologies, and front-end (e.g., COGNOS)/back-end programming languages (e.g., SQL). Performs database programming and supports systems design. Includes maintenance of database dictionaries, overall monitoring of standards and procedures, file design and storage, and integration of systems through database design.	Associates	2	Associates' degree equal to High School diploma/GED plus two years experience.

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Database Specialist Master	Provides all activities related to the administration of computerized databases. Projects long-range requirements for database administration and design in conjunction with other managers in the information systems function. Designs, creates, and maintains databases in a client/server environment. Conducts quality control and auditing of databases in a client/server environment to ensure accurate and appropriate use of data. Advises users on access to various client/server databases. Designs, implements, and maintains complex databases with respect to JCL, access methods, access time, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Applies knowledge and experience with database technologies, development methodologies, and front-end (e.g., COGNOS)/back-end programming languages (e.g., SQL). Performs database programming and supports systems design. Includes maintenance of database dictionaries, overall monitoring of standards and procedures, file design and storage, and integration of systems through database design.	Bachelors	8	Bachelors' degree equal to Associates degree plus two years experience.
Database Specialist Senior	Provides all activities related to the administration of computerized databases. Projects long-range requirements for database administration and design in conjunction with other managers in the information systems function. Designs, creates, and maintains databases in a client/server environment. Conducts quality control and auditing of databases in a client/server environment to ensure accurate and appropriate use of data. Advises users on access to various client/server databases. Designs, implements, and maintains complex databases with respect to JCL, access methods, access time, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Applies knowledge and experience with database technologies, development	Bachelors	5	Bachelors' degree equal to Associates degree plus two years experience.

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	methodologies, and front-end (e.g., COGNOS)/back-end programming languages (e.g., SQL). Performs database programming and supports systems design. Includes maintenance of database dictionaries, overall monitoring of standards and procedures, file design and storage, and integration of systems through database design.			
Deputy Program Manager	Supports the program and project managers: organizes, directs, and manages the operation and maintenance functions at a specific site where a number of contractor support personnel are assigned. Must have demonstrated capability for oral and written communications with all levels of management. Must have a thorough knowledge of the capabilities in which he is managing. Meets with customer and contractor personnel to formulate and review task plans and deliverable items. Ensures conformance with task schedules and costs.	Bachelors	4	4 Years & general experience is considered equivalent to a Bachelors degree
Documentation Specialist Entry-Level	Prepares and/or maintains documentation pertaining to programming, systems operation and user documentation. Translates business specifications into user documentation. Plans, writes, and maintains systems and user support documentation efforts, including online help screen. Has knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor or manager.	Associates	0	Bachelors' degree equal to Associates degree plus two years experience.

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Documentation Specialist Journeyman	Prepares and/or maintains documentation pertaining to programming, systems operation and user documentation. Translates business specifications into user documentation. Plans, writes, and maintains systems and user support documentation efforts, including online help screen. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor or manager.	Associates	2	Bachelors' degree equal to Associates degree plus two years experience.
Enterprise Architect	Provides high-level architectural expertise to managers and technical staff. Develops architectural products and deliverables for the enterprise and operational business lines. Develops strategy of system and the design infrastructure necessary to support that strategy. Advises on selection of technological purchases with regards to processing, data storage, data access, and applications development. Sets standards for the client/server relational database structure for the organization (SQL, ORACLE, SYBASE, etc.). Advises of feasibility of potential future projects to management.	Bachelors	8	Bachelors' degree equal to Associates degree plus two years experience.
Field Service Engineer Entry-Level	Installs, troubleshoots, and maintains products/equipment. Trains employees, identifies, analyzes, and repairs product failures, orders and replaces parts as needed. Determines and recommends which products or services best fit the customers' needs. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Typically reports to a supervisor or manager.	Bachelors	0	Bachelors' degree equal to Associates degree plus two years experience.

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Field Service Engineer Journeyman	Installs, troubleshoots, and maintains products/equipment. Trains employees, identifies, analyzes, and repairs product failures, orders and replaces parts as needed. Determines and recommends which products or services best fit the customers' needs. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Typically reports to a supervisor or manager.	Bachelors	2	Bachelors' degree equal to Associates degree plus two years experience.
Graphics Specialist	Demonstrated experience and ability to create graphic design, artwork and documentation layout and augment existing documents with value-added visuals, including on-line, interactive, Internet and World Wide Web documents. Demonstrated ability to apply creativity and resourcefulness and the regular use of independent judgment when interfacing with customers and staff. Ability to apply a wide variety of software tools to resolve complex design problems.	Bachelors	2	Bachelors' degree equal to Associates degree plus two years experience.
Hardware Engineer Entry-Level	Provides analysis related to the design, development, and implementation of hardware for products. Develops test strategies, devices, and systems. Performs stress and performance tests on a variety of computer hardware including circuit boards, processors and wiring.	Associates	1	Associates' degree equal to High School diploma/GED plus two years experience.
Hardware Engineer Journeyman	Provides analysis related to the design, development, and implementation of hardware for products. Develops test strategies, devices, and systems. Performs stress and performance tests on a variety of computer hardware including circuit boards, processors and wiring.	Bachelors	3	Bachelors' degree equal to Associates degree plus two years experience.



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Hardware Engineer Senior	Provides analysis related to the design, development, and implementation of hardware for products. Develops test strategies, devices, and systems. Performs stress and performance tests on a variety of computer hardware including circuit boards, processors and wiring.	Bachelors	5	Bachelors' degree equal to Associates degree plus two years experience.
Help Desk Manager	Provides support to end users on a variety of issues. Identifies, researches, and resolves technical problems. Responds to telephone calls, email and personnel requests for technical support. Documents, tracks and monitors the problem to ensure a timely resolution. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor or manager.	Bachelors	7	Bachelors' degree equal to Associates degree plus two years experience.
Helpdesk Specialist Entry-Level	Provides phone and in-person support to users in the areas of e-mail, directories, standard Windows desktop applications, and applications developed under this contract or predecessors. Serves as the initial point of contact for troubleshooting hardware/software PC and printer problems.	Associates	1	Associates' degree equal to High School diploma/GED plus two years experience.
Helpdesk Specialist Journeyman	Provides phone and in-person support to users in the areas of e-mail, directories, standard Windows desktop applications, and applications developed under this contract or predecessors. Serves as the initial point of contact for troubleshooting hardware/software PC and printer problems.	Bachelors	1	Bachelors' degree equal to Associates degree plus two years experience.

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Helpdesk Specialist Senior	Provides phone and in-person support to users in the areas of e-mail, directories, standard Windows desktop applications, and applications developed under this contract or predecessors. Serves as the initial point of contact for troubleshooting hardware/software PC and printer problems.	Bachelors	3	Bachelors' degree equal to Associates degree plus two years experience.
Information Assurance/Security Specialist Entry-Level	Determines enterprise information assurance and security standards. Develops and implements information assurance/security standards and procedures. Coordinates, develops, and evaluates security programs for an organization. Recommends information assurance/security solutions to support customers' requirements. Identifies, reports, and resolves security violations. Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands. Supports customers at the highest levels in the development and implementation of doctrine and policies. Applies know-how to government and commercial common user systems, as well as to dedicated special purpose systems requiring specialized security features and procedures. Performs analysis, design, and development of security features for system architectures. Analyzes and defines security requirements for computer systems which may include mainframes, workstations, and personal computers. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications	Bachelors	1	Bachelors' degree equal to Associates degree plus two years experience.

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	during all phases of the system development life cycle. Ensures that all information systems are functional and secure.			
Information Assurance/Security Specialist Journeyman	Determines enterprise information assurance and security standards. Develops and implements information assurance/security standards and procedures. Coordinates, develops, and evaluates security programs for an organization. Recommends information assurance/security solutions to support customers’ requirements. Identifies, reports, and resolves security violations. Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands. Supports customers at the highest levels in the development and implementation of doctrine and policies. Applies know-how to government and commercial common user systems, as well as to dedicated special purpose systems requiring specialized security features and procedures. Performs analysis, design, and development of security features for system architectures. Analyzes and defines security requirements for computer systems which may include mainframes, workstations, and personal computers. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications	Bachelors	3	Bachelors' degree equal to Associates degree plus two years experience.

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	during all phases of the system development life cycle. Ensures that all information systems are functional and secure.			
Information Assurance/Security Specialist Senior	Determines enterprise information assurance and security standards. Develops and implements information assurance/security standards and procedures. Coordinates, develops, and evaluates security programs for an organization. Recommends information assurance/security solutions to support customers’ requirements. Identifies, reports, and resolves security violations. Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands. Supports customers at the highest levels in the development and implementation of doctrine and policies. Applies know-how to government and commercial common user systems, as well as to dedicated special purpose systems requiring specialized security features and procedures. Performs analysis, design, and development of security features for system architectures. Analyzes and defines security requirements for computer systems which may include mainframes, workstations, and personal computers. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance-related technical problems and provides basic engineering and technical support in solving these problems. Performs	Bachelors	8	Bachelors' degree equal to Associates degree plus two years experience.

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	vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Ensures that all information systems are functional and secure.			
Information Specialist/Knowledge Engineer	Develops information retrieval solutions to support client requirements for specified domain subjects, using information retrieval software languages and automated text analysis and extraction techniques	Bachelors	3	Bachelors' degree equal to Associates degree plus two years experience.
Integrated Systems Engineer	Acts as a lead in defining and executing integration engineering activities within a project. Activities may consist of concept exploration and assessment, system integration, systems of systems integration, performance management, technology assessment, testing and validation, and development and staffing of systems integration plan.	Bachelors	4	4 Years & general experience is considered equivalent to a Bachelors degree
ISP/OSP Supervisor/Technician	Job functions may include the supervision of all ISP/OSP and Services technicians and those working on projects which are under the supervisor's direction. Responsible to provide direct and indirect guidance and leadership in order to ensure the highest degree of quality and profitability. Provides feedback on technician job performance and project status.	Bachelors	4	4 Years & general experience is considered equivalent to a Bachelors degree

<b>Labor Category Descriptions</b>				
<b>Labor Category/Job Title</b>	<b>Labor Category/Service Description</b>	<b>Minimum Education</b>	<b>Minimum Years of Experience</b>	<b>Education substitutions</b>
Logistics Specialist	Provides logistic activity support for the life -cycle of equipment or systems. Assists in documentation of packages, receiving and shipping, organization of products and prepares items for final destination.	High School	1	
Network Engineer	Performs a variety of Network/Systems engineering tasks and activities that are broad in nature and are concerned with major systems design, integration, and implementation, hardware, software, and support facilities and/or equipment. Provides technical guidance for directing and monitoring information systems operations. Designs, builds, and implements network systems. May organize and compile records and reports concerning network operations and maintenance. Troubleshoots network performance issues. May manage the testing, installation, and support of network communications, including LAN/MAN/WAN systems. Performs system-level design and configuration of products wick may include determination of hardware, OS, and other platform specifications.	Bachelors	4	4 Years & general experience is considered equivalent to a Bachelors degree
Network Services Technician	Determines specific system needs and identifying potential materials, equipment and designs to fit system requirements. May also assist with testing designs, system analysis and evaluate other parameters. May also coordinating project development while working with team members. Often provides project status updates and field technical inquiries. Other duties may include scheduling materials deliveries and providing system recommendations.	Bachelors	4	4 Years & general experience is considered equivalent to a Bachelors degree

Labor Category Descriptions				
Labor Category/Job Title	Labor Category/Service Description	Minimum Education	Minimum Years of Experience	Education substitutions
Network Specialist Entry-Level	<p>Provides technical guidance for directing and monitoring information systems operations. Designs, builds, and implements network systems. Directs compilation of records and reports concerning network operations and maintenance. Troubleshoots network performance issues. Analyzes network traffic and provides capacity planning solutions. Monitors and responds to complex technical control facility hardware and software problems. Interfaces with vendor support service groups to ensure proper escalation during outages or periods of degraded system performance. Manages the purchase, testing, installation, and support of network communications, including LAN/MAN/WAN systems. Performs system-level design and configuration of products including determination of hardware, OS, and other platform specifications. Plans large-scale systems projects through vendor comparison and cost studies. Performs a variety of systems engineering tasks and activities that are broad in nature and are concerned with major systems design, integration, and implementation, including personnel, hardware, software, budgetary, and support facilities and/or equipment. Provides quality assurance review and the evaluation of new and existing software products. Provides assistance and oversight for all information systems operations activities, including computer and telecommunications/communications operations, data entry, data control, LAN/MAN/WAN administration and operations support, operating systems programming, system security policy procedures, and/or web strategy and operations. Provides input to policy level discussions regarding standards and budget constraints. Supervises all personnel engaged in the operation and support of network facilities, including all communications equipment on various platforms in large scale or multi-shift</p>	Associates	1	Associates' degree equal to High School diploma/GED plus two years experience.

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<b>Labor Category/Job Title</b>	<b>Labor Category/Service Description</b>	<b>Minimum Education</b>	<b>Minimum Years of Experience</b>	<b>Education substitutions</b>
	<p>operations. Supervises complex operations that involve two or more additional functions such as, but not limited to, network operations, systems security, systems software support, and production support activities. Monitors and responds to hardware, software, and network problems. Provides the routine testing and analysis of all elements of the network facilities (including power, software, communications machinery, lines, modems, and terminals). Utilizes software and hardware tools and identifies and diagnoses complex problems and factors affecting network performance. Troubleshoots network systems when necessary and makes improvements to the network</p>			



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<b>Labor Category/Job Title</b>	<b>Labor Category/Service Description</b>	<b>Minimum Education</b>	<b>Minimum Years of Experience</b>	<b>Education substitutions</b>
Network Specialist Journeyman	Provides technical guidance for directing and monitoring information systems operations. Designs, builds, and implements network systems. Directs compilation of records and reports concerning network operations and maintenance. Troubleshoots network performance issues. Analyzes network traffic and provides capacity planning solutions. Monitors and responds to complex technical control facility hardware and software problems. Interfaces with vendor support service groups to ensure proper escalation during outages or periods of degraded system performance. Manages the purchase, testing, installation, and support of network communications, including LAN/MAN/WAN systems. Performs system-level design and configuration of products including determination of hardware, OS, and other platform specifications. Plans large-scale systems projects through vendor comparison and cost studies. Performs a variety of systems engineering tasks and activities that are broad in nature and are concerned with major systems design, integration, and implementation, including personnel, hardware, software, budgetary, and support facilities and/or equipment. Provides quality assurance review and the evaluation of new and existing software products. Provides assistance and oversight for all information systems operations activities, including computer and telecommunications/communications operations, data entry, data control, LAN/MAN/WAN administration and operations support, operating systems programming, system security policy procedures, and/or web strategy and operations. Provides input to policy level discussions regarding standards and budget constraints. Supervises all personnel engaged in the operation and support of network facilities, including all communications equipment on various platforms in large scale or multi-shift	Bachelors	3	Bachelors' degree equal to Associates degree plus two years experience.

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	<p>operations. Supervises complex operations that involve two or more additional functions such as, but not limited to, network operations, systems security, systems software support, and production support activities. Monitors and responds to hardware, software, and network problems. Provides the routine testing and analysis of all elements of the network facilities (including power, software, communications machinery, lines, modems, and terminals). Utilizes software and hardware tools and identifies and diagnoses complex problems and factors affecting network performance. Troubleshoots network systems when necessary and makes improvements to the network</p>			

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<b>Labor Category/Job Title</b>	<b>Labor Category/Service Description</b>	<b>Minimum Education</b>	<b>Minimum Years of Experience</b>	<b>Education substitutions</b>
Network Specialist Master	Provides technical guidance for directing and monitoring information systems operations. Designs, builds, and implements network systems. Directs compilation of records and reports concerning network operations and maintenance. Troubleshoots network performance issues. Analyzes network traffic and provides capacity planning solutions. Monitors and responds to complex technical control facility hardware and software problems. Interfaces with vendor support service groups to ensure proper escalation during outages or periods of degraded system performance. Manages the purchase, testing, installation, and support of network communications, including LAN/MAN/WAN systems. Performs system-level design and configuration of products including determination of hardware, OS, and other platform specifications. Plans large-scale systems projects through vendor comparison and cost studies. Performs a variety of systems engineering tasks and activities that are broad in nature and are concerned with major systems design, integration, and implementation, including personnel, hardware, software, budgetary, and support facilities and/or equipment. Provides quality assurance review and the evaluation of new and existing software products. Provides assistance and oversight for all information systems operations activities, including computer and telecommunications/communications operations, data entry, data control, LAN/MAN/WAN administration and operations support, operating systems programming, system security policy procedures, and/or web strategy and operations. Provides input to policy level discussions regarding standards and budget constraints. Supervises all personnel engaged in the operation and support of network facilities, including all communications equipment on various platforms in large scale or multi-shift	Bachelors	7	Bachelors' degree equal to Associates degree plus two years experience.

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	<p>operations. Supervises complex operations that involve two or more additional functions such as, but not limited to, network operations, systems security, systems software support, and production support activities. Monitors and responds to hardware, software, and network problems. Provides the routine testing and analysis of all elements of the network facilities (including power, software, communications machinery, lines, modems, and terminals). Utilizes software and hardware tools and identifies and diagnoses complex problems and factors affecting network performance. Troubleshoots network systems when necessary and makes improvements to the network</p>			

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Network Specialist Senior	Provides technical guidance for directing and monitoring information systems operations. Designs, builds, and implements network systems. Directs compilation of records and reports concerning network operations and maintenance. Troubleshoots network performance issues. Analyzes network traffic and provides capacity planning solutions. Monitors and responds to complex technical control facility hardware and software problems. Interfaces with vendor support service groups to ensure proper escalation during outages or periods of degraded system performance. Manages the purchase, testing, installation, and support of network communications, including LAN/MAN/WAN systems. Performs system-level design and configuration of products including determination of hardware, OS, and other platform specifications. Plans large-scale systems projects through vendor comparison and cost studies. Performs a variety of systems engineering tasks and activities that are broad in nature and are concerned with major systems design, integration, and implementation, including personnel, hardware, software, budgetary, and support facilities and/or equipment. Provides quality assurance review and the evaluation of new and existing software products. Provides assistance and oversight for all information systems operations activities, including computer and telecommunications/communications operations, data entry, data control, LAN/MAN/WAN administration and operations support, operating systems programming, system security policy procedures, and/or web strategy and operations. Provides input to policy level discussions regarding standards and budget constraints. Supervises all personnel engaged in the operation and support of network facilities, including all communications equipment on various platforms in large scale or multi-shift	Bachelors	5	Bachelors' degree equal to Associates degree plus two years experience.

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	operations. Supervises complex operations that involve two or more additional functions such as, but not limited to, network operations, systems security, systems software support, and production support activities. Monitors and responds to hardware, software, and network problems. Provides the routine testing and analysis of all elements of the network facilities (including power, software, communications machinery, lines, modems, and terminals). Utilizes software and hardware tools and identifies and diagnoses complex problems and factors affecting network performance. Troubleshoots network systems when necessary and makes improvements to the network			
Operations System Security Specialist	Develops and implements operations system security standards and procedures. Coordinates, develops, and evaluates security programs for an organization. Identifies, reports, and resolves security violations. Supports customers at the highest levels in the development and implementation of doctrine and policies.	Bachelors	4	4 Years & general experience is considered equivalent to a Bachelors degree
OSP Tech - Entry	Under light supervision works with team members to develop and implement plant design and engineering practices. Assists with communication with management providing recommendations on service requirements and time frames. Supports construction and maintenance personnel, providing assistance and ensuring compliance of design practices.	HS Diploma	1	
OSP Tech - Jr	Works with team members to develop and implement plant design and engineering practices. Assists with communication with management providing recommendations on service requirements and time frames. Supports construction and maintenance personnel, providing assistance and ensuring compliance of design practices.	Bachelors	4	4 Years & general experience is considered equivalent to

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<b>Labor Category/Job Title</b>	<b>Labor Category/Service Description</b>	<b>Minimum Education</b>	<b>Minimum Years of Experience</b>	<b>Education substitutions</b>
				a Bachelors degree
OSP Tech - Sr	Works with team members to develop and implement plant design and engineering practices. Assists with communication with management providing recommendations on service requirements and time frames. Supports construction and maintenance personnel, providing assistance and ensuring compliance of design practices.	Bachelors	6	4 Years & general experience is considered equivalent to a Bachelors degree
Program Manager	Responsible for planning and executing an IT project. Prepares and maintains the project schedule and budget. Prepares and delivers status reports to the customer. Primary point of contact for the customer. Oversees all work and takes corrective action as necessary to ensure project success. Manages staffing, budget, prioritization, and other personnel matters. May serve as technical lead for the project.	Masters	8	Masters' degree equal to Bachelors degree plus five years experience.
Project Manager	Leads team on large projects or significant segment of large complex projects. Analyzes new and complex project related problems and creates innovative solutions involving finance, scheduling, technology, methodology, tools, and solution components. Provides applications systems analysis and programming activities for a Government site, facility or multiple locations. Prepares long and short-range plans for application selection, systems development, systems maintenance, and production activities and for necessary support resources. Oversees all aspects of projects.	Bachelors	8	Bachelors' degree equal to Associates degree plus two years experience.

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Research Analyst	Plans, organizes, and conducts research in a variety of areas, such as new or existing products, science, social science, law or business, etc. in support of an IT initiative. Searches sources such as reference works, literature, documents, newspapers, statistical records, and other sources of information. May use Internet, Intranet, magazines, periodicals, journals, and other media to perform research. Analyzes information and statistical data to prepare reports and studies for use by professionals.	Bachelors	7	Bachelors' degree equal to Associates degree plus two years experience.
Site Manager	Leads site team on large projects or significant segment of large complex projects. Analyzes new and complex project related problems and creates innovative solutions. Provides oversight at Government sites, commercial facilities or multiple locations. Prepares long and short- range plans for site project development, maintenance, and production activities and for necessary support resources. Oversees all aspects of on-site projects.	Bachelors	4	4 Years & general experience is considered equivalent to a Bachelors degree
Software Engineer Entry-Level	Designs, modifies, develops, writes and implements software programming applications. Supports and/or installs software applications/operating systems. Participates in the testing process through test review and analysis, test witnessing and certification of software. 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.	Bachelors	4	Bachelors' degree equal to Associates degree plus two years experience.



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<b>Labor Category/Job Title</b>	<b>Labor Category/Service Description</b>	<b>Minimum Education</b>	<b>Minimum Years of Experience</b>	<b>Education substitutions</b>
Software Engineer Journeyman	Designs, modifies, develops, writes and implements software programming applications. Supports and/or installs software applications/operating systems. Participates in the testing process through test review and analysis, test witnessing and certification of software. 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.	Bachelors	6	Bachelors' degree equal to Associates degree plus two years experience.
Structured Wire Engineer	Defines and executes wiring engineering activities within a project. These activities may consist of concept exploration and assessment, wiring system integration, performance management, technology assessment, testing and validation, and development and staffing of a specific wiring implementation plan.	Bachelors	4	4 Years & general experience is considered equivalent to a Bachelors degree
Subject Matter Expert Journeyman	Serves as subject matter expert, possessing in-depth knowledge of a particular area, such as business, computer science, engineering, mathematics, or the various sciences. Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation. Participates as needed in all phases of software development with emphasis on the planning, analysis, testing, integration, documentation, and presentation phases. Applies principles, methods and knowledge of the functional area of capability to specific task order requirements, advanced mathematical principles and methods to exceptionally	Bachelors	10	Bachelors' degree equal to Associates degree plus two years experience.

<b>Labor Category Descriptions</b>				
<b>Labor Category/Job Title</b>	<b>Labor Category/Service Description</b>	<b>Minimum Education</b>	<b>Minimum Years of Experience</b>	<b>Education substitutions</b>
	difficult and narrowly defined technical problems in engineering and other scientific applications to arrive at automated solutions.			
Subject Matter Expert Master	Serves as subject matter expert, possessing in-depth knowledge of a particular area, such as business, computer science, engineering, mathematics, or the various sciences. Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation. Participates as needed in all phases of software development with emphasis on the planning, analysis, testing, integration, documentation, and presentation phases. Applies principles, methods and knowledge of the functional area of capability to specific task order requirements, advanced mathematical principles and methods to exceptionally difficult and narrowly defined technical problems in engineering and other scientific applications to arrive at automated solutions.	Masters	7	Masters' degree equal to Bachelors degree plus five years experience.
Subject Matter Expert Senior	Serves as subject matter expert, possessing in-depth knowledge of a particular area, such as business, computer science, engineering, mathematics, or the various sciences. Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation. Participates as needed in all phases of software development with emphasis on the planning, analysis, testing, integration, documentation, and presentation phases. Applies principles, methods and knowledge of the functional area of capability to specific task order requirements,	Bachelors	12	Bachelors' degree equal to Associates degree plus two years experience.

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<b>Labor Category/Job Title</b>	<b>Labor Category/Service Description</b>	<b>Minimum Education</b>	<b>Minimum Years of Experience</b>	<b>Education substitutions</b>
	advanced mathematical principles and methods to exceptionally difficult and narrowly defined technical problems in engineering and other scientific applications to arrive at automated solutions.			
System Maintenance Technician II	Perform a variety of system maintenance tasks, including hardware, software and support facilities and/or equipment. Participates in network and systems installations and site surveys. Often works as part of a system maintenance team. Assists in documenting configuration changes. May assists in designing and optimizing networks. Able to installs, removes, troubleshoots and repairs systems and equipment.	Bachelors	4	4 Years & general experience is considered equivalent to a Bachelors degree
Systems Engineer	Serve as a systems engineer/customer liaison working in an agile software development project in the digital policy management area. Serve as a liaison between the customer/end user and the development team to ensure the user stories/system requirements are being met and the user stories are testable and well understood by the development team. Performs requirements analyses; testing; technical analyses of digital policy technologies, identity management processes, concepts, and tools as well as make recommendations to the customer in the development of solutions for enterprise digital policy management. Leads and provides direction and guidance to the technical team in terms of the implementation of epics and user stories and ensure that the system meets customer requirements.	Bachelors	4	Bachelors' degree equal to Associates degree plus two years experience.
Systems Engineer - Sr	Acts as a lead and defines and executes systems engineering activities within a project. These activities may consist of systems planning, performance management, capacity planning, testing and validation, benchmarking, information engineering, and development and staffing of a systems engineering management plan. Be able to monitor and test application performance for potential bottlenecks,	Bachelors	6	4 Years & general experience is considered equivalent to a Bachelors degree

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	identify possible solutions, and work with developers and other team members			
Technical Writer	Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. Coordinates the display of graphics and the production of the document	Bachelors	3	Bachelors' degree equal to Associates degree plus two years experience.
Training Specialist (AR/VR/Video Game Designer) Senior	Assesses, designs, and conceptualizes training scenarios, approaches, objectives, plans, tools, aids, curriculums, and other state of the art technologies related to training and behavioral studies. Identifies the best approach training requirements to include, but not limited to hardware, software, simulations, course assessment and refreshment, assessment centers, oral examinations, interviews, computer assisted and adaptive testing, behavior-based assessment and performance, and team and unit assessment and measurement. Develops and revises training courses. Prepares training catalogs and course materials. Trains personnel by conducting formal classroom courses, workshops, and seminars.	Bachelors	5	Bachelors' degree equal to Associates degree plus two years experience.
Training Specialist (AR/VR/Video Game Designer) Journeyman	Assesses, designs, and conceptualizes training scenarios, approaches, objectives, plans, tools, aids, curriculums, and other state of the art technologies related to training and behavioral studies. Identifies the best approach training requirements to include, but not limited to hardware, software, simulations, course assessment and refreshment, assessment centers, oral examinations, interviews, computer assisted and adaptive testing, behavior-based assessment and performance, and team and unit assessment and measurement. Develops and revises training courses. Prepares training catalogs and	Bachelors	3	Bachelors' degree equal to Associates degree plus two years experience.

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	course materials. Trains personnel by conducting formal classroom courses, workshops, and seminars.			
Training Specialist (AR/VR/Video Game Designer) Master	Assesses, designs, and conceptualizes training scenarios, approaches, objectives, plans, tools, aids, curriculums, and other state of the art technologies related to training and behavioral studies. Identifies the best approach training requirements to include, but not limited to hardware, software, simulations, course assessment and refreshment, assessment centers, oral examinations, interviews, computer assisted and adaptive testing, behavior-based assessment and performance, and team and unit assessment and measurement. Develops and revises training courses. Prepares training catalogs and course materials. Trains personnel by conducting formal classroom courses, workshops, and seminars.	Bachelors	7	Bachelors' degree equal to Associates degree plus two years experience.
Training Specialist Journeyman	The Computer Based Training Specialist works with courseware production team to design, develop, revise and validate interactive computer based courseware. This specialist uses specialized computer software and/or hardware to develop, integrate and edit instructional text, audio, graphics, animation and video for interactive presentations. This person also uses appropriate programming/branching logic and screen layout and remediation/feedback techniques. The Worker also implements quality control and review and revision procedures throughout the courseware development process	Bachelors	3	Bachelors' degree equal to Associates degree plus two years experience.

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Training Specialist Master	The Computer Based Training Specialist works with courseware production team to design, develop, revise and validate interactive computer based courseware. This specialist uses specialized computer software and/or hardware to develop, integrate and edit instructional text, audio, graphics, animation and video for interactive presentations. This person also uses appropriate programming/branching logic and screen layout and remediation/feedback techniques. The Worker also implements quality control and review and revision procedures throughout the courseware development process	Bachelors	7	Bachelors' degree equal to Associates degree plus two years experience.
Training Specialist Senior	The Computer Based Training Specialist works with courseware production team to design, develop, revise and validate interactive computer based courseware. This specialist uses specialized computer software and/or hardware to develop, integrate and edit instructional text, audio, graphics, animation and video for interactive presentations. This person also uses appropriate programming/branching logic and screen layout and remediation/feedback techniques. The Worker also implements quality control and review and revision procedures throughout the courseware development process	Bachelors	5	Bachelors' degree equal to Associates degree plus two years experience.
Voice/Data Communications Engineer Entry-Level	Provides technical direction and engineering knowledge for communications activities including planning, designing, developing, testing, installing and maintaining large communications networks. Ensures that adequate and appropriate planning is provided to direct building architects and planners in building communications spaces and media pathways meet industry standards. Develops, operates, and maintains voice, wireless, video, and data communications systems. Provides complex engineering or analytical tasks and	Associates	2	Associates' degree equal to High School diploma/GED plus two years experience.

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	activities associated with one or more technical areas within the communications function.			
Voice/Data Communications Engineer Journeyman	Provides technical direction and engineering knowledge for communications activities including planning, designing, developing, testing, installing and maintaining large communications networks. Ensures that adequate and appropriate planning is provided to direct building architects and planners in building communications spaces and media pathways meet industry standards. Develops, operates, and maintains voice, wireless, video, and data communications systems. Provides complex engineering or analytical tasks and activities associated with one or more technical areas within the communications function.	Bachelors	4	Bachelors' degree equal to Associates degree plus two years experience.
Voice/Data Communications Engineer Master	Provides technical direction and engineering knowledge for communications activities including planning, designing, developing, testing, installing and maintaining large communications networks. Ensures that adequate and appropriate planning is provided to direct building architects and planners in building communications spaces and media pathways meet industry standards. Develops, operates, and maintains voice, wireless, video, and data communications systems. Provides complex engineering or analytical tasks and activities associated with one or more technical areas within the communications function.	Bachelors	8	Bachelors' degree equal to Associates degree plus two years experience.

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<b>Labor Category/Job Title</b>	<b>Labor Category/Service Description</b>	<b>Minimum Education</b>	<b>Minimum Years of Experience</b>	<b>Education substitutions</b>
Voice/Data Communications Engineer Senior	Provides technical direction and engineering knowledge for communications activities including planning, designing, developing, testing, installing and maintaining large communications networks. Ensures that adequate and appropriate planning is provided to direct building architects and planners in building communications spaces and media pathways meet industry standards. Develops, operates, and maintains voice, wireless, video, and data communications systems. Provides complex engineering or analytical tasks and activities associated with one or more technical areas within the communications function.	Bachelors	6	Bachelors' degree equal to Associates degree plus two years experience.
Web Content Analyst	Provides for development and content that will motivate and entertain users so that they regularly access the website and utilize it as a major source for information and decision-making. Provides managing/performing website editorial activities including gathering and researching information that enhances the value of the site.	Bachelors	3	Bachelors' degree equal to Associates degree plus two years experience.
Web Designer	Designs and builds web pages using a variety of graphics software applications, techniques, and tools. Designs and develops user interface features, site animation, and special-effects elements. Contributes to the design group's efforts to enhance the look and feel of the organization's online offerings. Designs the website to support the organization's strategies and goals relative to external communications	Associates	1	Associates' degree equal to High School diploma/GED plus two years experience.
Wiring Services Technician	Perform a variety of wiring maintenance tasks which may include running wire, creating data connections, installing and repairing/replacing cabling such as CAT5, CAT6, Coax, Low Voltage Twisted Pair, and Quad telephone wiring, installing network racks, maintaining records, performing clerical duties, and providing wiring	Bachelors	4	4 Years & general experience is considered equivalent to



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	job suggestions and estimates. Also may assist customers first hand with product issues with troubleshooting practices.			a Bachelors degree