

GENERAL SERVICES ADMINISTRATION

Federal Acquisition Service *Authorized Federal Supply Schedule Price List*

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

Schedule for – Multiple Award Schedule (MAS)

Federal Supply Group: Professional Services **Class:** R408, R706, V122, R499, U006

Contract Number: TF0206W

For more information on ordering from Federal Supply Schedules
click on the FSS Schedules button at <http://www.gsa.gov/schedules-ordering>

Contract Period: May 14, 2010 - May 13, 2025

Modifications PS-0038

Contractor: ITA International, LLC
700 Tech Center PKWY
STE 202
Newport News, VA 23606

Business Size: Small, Disadvantaged, 8(a), Veteran Owned, Service-Disabled Business

Telephone: (757) 246-6781
Extension:
FAX Number: (757) 224-3651
Web Site: www.ita-intl.com
E-mail: mcarlson@ita-intl.com
Contract Administration: Michael P. Carlson

CUSTOMER INFORMATION:

1a. Table of Awarded Special Item Number(s) with appropriate cross-reference to page numbers:

SIN	SIN Description
541611	Administrative Management and General Management Consulting
541614	Process, Physical Distribution, and Logistics Consulting Services
611430	Professional and Management Development Training
611512	Flight Training
OLM	Order-Level Materials (OLM)

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply.

- 1c. **If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not applicable" for this item.**
2. **Maximum Order:** \$1,000,000.00
3. **Minimum Order:** \$100.00
4. **Geographic Coverage (delivery Area):** Domestic and Overseas
5. **Point(s) of production (city, county, and state or foreign country):** Same as company address
6. **Discount from list prices or statement of net price:** Government net prices (discounts already deducted).
7. **Quantity discounts:** None
8. **Prompt payment terms:** 0.5% - 20 Days, Net 30 days. **Information for Ordering Offices:** Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions."
- 9a. **Notification that Government purchase cards are accepted up to the micro-purchase threshold:** Yes
- 9b. **Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** will accept over \$3,000.00
10. **Foreign items (list items by country of origin):** None
- 11a. **Time of Delivery (Contractor insert number of days):** Specified on the Task Order
- 11b. **Expedited Delivery. The Contractor will insert the sentence "Items available for expedited delivery are noted in this price list." under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery:** Contact Contractor
- 11c. **Overnight and 2-day delivery. The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery:** Contact Contractor
- 11d. **Urgent Requirements. The Contractor will note in its price list the "Urgent Requirements" clause of its contract and advise agencies that they can also contact the Contractor's representative to effect a faster delivery:** Contact Contractor
12. **F.O.B Points(s):** Destination
- 13a. **Ordering Address(es):** Same as Contractor
- 13b. **Ordering procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.
14. **Payment address(es):** Same as company address

15. **Warranty provision.:** Contractor's standard commercial warranty.
16. **Export Packing Charges (if applicable):** N/A
17. **Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):** Contact Contractor
18. **Terms and conditions of rental, maintenance, and repair (if applicable):** N/A
19. **Terms and conditions of installation (if applicable):** N/A
20. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A
- 20a. **Terms and conditions for any other services (if applicable):** N/A
21. **List of service and distribution points (if applicable):** N/A
22. **List of participating dealers (if applicable):** N/A
23. **Preventive maintenance (if applicable):** N/A
- 24a. **Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants).**
- 24b. **If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contactor's website or other location.) The EIT standards can be found at: www.Section508.gov/.**
25. **Data Universal Numbering System (DUNS) number:** 799582379
26. **Notification regarding registration in System for Award Management (SAM) database:**
Registered
27. **Final Pricing:** The rates shown below include the Industrial Funding Fee (IFF) of 0.75%.

Labor Category	5/14/20 to 5/13/21	5/14/21 to 5/13/22	5/14/22 to 5/13/23	5/14/23 to 5/13/24	5/14/24 to 5/13/25
	Year 11	Year 12	Year 13	Year 14	Year 15
Analyst I	\$ 89.08	\$ 90.86	\$ 92.68	\$ 94.53	\$ 96.42
Analyst II	\$ 98.50	\$ 100.47	\$ 102.48	\$ 104.53	\$ 106.62
Senior Analyst I	\$ 108.41	\$ 110.58	\$ 112.79	\$ 115.05	\$ 117.35
Senior Analyst II	\$ 122.19	\$ 124.64	\$ 127.13	\$ 129.67	\$ 132.27
Project Lead	\$ 126.36	\$ 128.89	\$ 131.47	\$ 134.10	\$ 136.78
Program Manager	\$ 148.46	\$ 151.43	\$ 154.46	\$ 157.55	\$ 160.70
Principal Analyst/SME	\$ 167.17	\$ 170.51	\$ 173.92	\$ 177.40	\$ 180.95
Electrician, Maintenance**	\$ 54.93	\$ 56.03	\$ 57.15	\$ 58.29	\$ 59.46
Electronics Technician Maintenance I**	\$ 57.70	\$ 58.85	\$ 60.03	\$ 61.23	\$ 62.45
Electronics Technician Maintenance II**	\$ 60.95	\$ 62.17	\$ 63.41	\$ 64.68	\$ 65.97

Engineering Technician I**	\$ 45.88	\$ 46.80	\$ 47.73	\$ 48.69	\$ 49.66
Engineering Technician II **	\$ 50.89	\$ 51.90	\$ 52.94	\$ 54.00	\$ 55.08
Machinist, Maintenance**	\$ 49.82	\$ 50.81	\$ 51.83	\$ 52.87	\$ 53.93
Maintenance Trades Helper**	\$ 37.56	\$ 38.31	\$ 39.08	\$ 39.86	\$ 40.66
Material Coordinator**	\$ 48.60	\$ 49.57	\$ 50.57	\$ 51.58	\$ 52.61
Material Expediter**	\$ 48.60	\$ 49.57	\$ 50.57	\$ 51.58	\$ 52.61
Administrative Professional - Junior	\$ 54.47	\$ 55.56	\$ 56.67	\$ 57.80	\$ 58.96
Administrative Professional - Journeyman	\$ 63.57	\$ 64.84	\$ 66.13	\$ 67.46	\$ 68.81
Administrative Professional - Senior	\$ 75.91	\$ 77.43	\$ 78.97	\$ 80.55	\$ 82.17
Administrative Professional - SME	\$ 91.78	\$ 93.61	\$ 95.49	\$ 97.40	\$ 99.34
Editor - Junior	\$ 67.46	\$ 68.81	\$ 70.18	\$ 71.59	\$ 73.02
Editor - Journeyman	\$ 80.43	\$ 82.04	\$ 83.68	\$ 85.35	\$ 87.06
Editor - Senior	\$ 111.00	\$ 113.22	\$ 115.48	\$ 117.79	\$ 120.15
Editor - SME	\$ 140.42	\$ 143.22	\$ 146.09	\$ 149.01	\$ 151.99
Operations Research Analyst - Junior	\$ 90.84	\$ 92.65	\$ 94.51	\$ 96.40	\$ 98.32
Operations Research Analyst - Journeyman	\$ 129.28	\$ 131.86	\$ 134.50	\$ 137.19	\$ 139.93
Operations Research Analyst - Senior	\$ 152.41	\$ 155.46	\$ 158.57	\$ 161.74	\$ 164.97
Operations Research Analyst - SME	\$ 202.77	\$ 206.83	\$ 210.97	\$ 215.18	\$ 219.49
Writer - Junior	\$ 79.54	\$ 81.13	\$ 82.75	\$ 84.41	\$ 86.10
Writer - Journeyman	\$ 93.61	\$ 95.49	\$ 97.40	\$ 99.34	\$ 101.33
Writer - Senior	\$ 152.41	\$ 155.46	\$ 158.57	\$ 161.74	\$ 164.97
Writer - SME	\$ 201.79	\$ 205.83	\$ 209.94	\$ 214.14	\$ 218.43
Management Analysts - Junior	\$ 94.73	\$ 96.63	\$ 98.56	\$ 100.53	\$ 102.54
Management Analysts - Journeyman	\$ 120.51	\$ 122.92	\$ 125.37	\$ 127.88	\$ 130.44
Management Analysts - Senior	\$ 152.41	\$ 155.46	\$ 158.57	\$ 161.74	\$ 164.97
Management Analysts - SME	\$ 196.15	\$ 200.07	\$ 204.08	\$ 208.16	\$ 212.32
Managers, all other - Junior	\$ 151.85	\$ 154.89	\$ 157.99	\$ 161.15	\$ 164.37
Managers, all other - Journeyman	\$ 188.36	\$ 192.12	\$ 195.97	\$ 199.89	\$ 203.88
Managers, all other - Senior	\$ 204.23	\$ 208.31	\$ 212.48	\$ 216.73	\$ 221.06
Managers, all other - SME	\$ 249.37	\$ 254.36	\$ 259.45	\$ 264.64	\$ 269.93
Administrative Services Managers - Junior	\$ 115.70	\$ 118.01	\$ 120.37	\$ 122.78	\$ 125.23
Administrative Services Managers - Journeyman	\$ 132.87	\$ 135.53	\$ 138.24	\$ 141.01	\$ 143.83
Administrative Services Managers - Senior	\$ 160.70	\$ 163.92	\$ 167.20	\$ 170.54	\$ 173.95
Administrative Services Managers - SME	\$ 199.37	\$ 203.36	\$ 207.43	\$ 211.58	\$ 215.81
Transportation, Storage, and Distribution Managers - Junior	\$ 115.70	\$ 118.01	\$ 120.37	\$ 122.78	\$ 125.23
Transportation, Storage, and Distribution Managers - Journeyman	\$ 132.87	\$ 135.53	\$ 138.24	\$ 141.01	\$ 143.83
Transportation, Storage, and Distribution Managers - Senior	\$ 160.70	\$ 163.92	\$ 167.20	\$ 170.54	\$ 173.95
Transportation, Storage, and Distribution Managers - SME	\$ 199.37	\$ 203.36	\$ 207.43	\$ 211.58	\$ 215.81
Training and Development Managers - Junior	\$ 115.70	\$ 118.01	\$ 120.37	\$ 122.78	\$ 125.23
Training and Development Managers - Journeyman	\$ 132.87	\$ 135.53	\$ 138.24	\$ 141.01	\$ 143.83
Training and Development Managers - Senior	\$ 160.70	\$ 163.92	\$ 167.20	\$ 170.54	\$ 173.95

Training and Development Managers - SME	\$ 199.37	\$ 203.36	\$ 207.43	\$ 211.58	\$ 215.81
Medical and Health Services Managers - Junior	\$ 115.70	\$ 118.01	\$ 120.37	\$ 122.78	\$ 125.23
Medical and Health Services Managers - Journeyman	\$ 132.87	\$ 135.53	\$ 138.24	\$ 141.01	\$ 143.83
Medical and Health Services Managers - Senior	\$ 160.70	\$ 163.92	\$ 167.20	\$ 170.54	\$ 173.95
Medical and Health Services Managers - SME	\$ 199.37	\$ 203.36	\$ 207.43	\$ 211.58	\$ 215.81
Economists - Junior	\$ 100.94	\$ 102.96	\$ 105.02	\$ 107.12	\$ 109.26
Economists - Journeyman	\$ 129.14	\$ 131.72	\$ 134.36	\$ 137.04	\$ 139.78
Economists - Senior	\$ 150.28	\$ 153.29	\$ 156.35	\$ 159.48	\$ 162.67
Economists - SME	\$ 195.04	\$ 198.94	\$ 202.92	\$ 206.98	\$ 211.12
Industrial-Organizational Psychologists - Junior	\$ 100.94	\$ 102.96	\$ 105.02	\$ 107.12	\$ 109.26
Industrial-Organizational Psychologists - Journeyman	\$ 129.14	\$ 131.72	\$ 134.36	\$ 137.04	\$ 139.78
Industrial-Organizational Psychologists - Senior	\$ 150.28	\$ 153.29	\$ 156.35	\$ 159.48	\$ 162.67
Industrial-Organizational Psychologists - SME	\$ 195.04	\$ 198.94	\$ 202.92	\$ 206.98	\$ 211.12
Survey Researchers - Junior	\$ 96.89	\$ 98.83	\$ 100.81	\$ 102.82	\$ 104.88
Survey Researchers - Journeyman	\$ 112.54	\$ 114.79	\$ 117.08	\$ 119.42	\$ 121.81
Survey Researchers - Senior	\$ 126.24	\$ 128.77	\$ 131.34	\$ 133.97	\$ 136.65
Survey Researchers - SME	\$ 152.58	\$ 155.64	\$ 158.75	\$ 161.92	\$ 165.16
Electrical Engineers - Junior	\$113.85	\$116.12	\$118.45	\$120.82	\$123.23
Electrical Engineers - Journeyman	\$138.24	\$141.01	\$143.83	\$146.70	\$149.64
Electrical Engineers - Senior	\$148.90	\$151.88	\$154.92	\$158.02	\$161.18
Electrical Engineers - SME	\$177.60	\$181.15	\$184.78	\$188.47	\$192.24
Engineers, all other - Junior	\$115.48	\$117.79	\$120.15	\$122.55	\$125.00
Engineers, all other - Journeyman	\$138.24	\$141.01	\$143.83	\$146.70	\$149.64
Engineers, all other - Senior	\$148.90	\$151.88	\$154.92	\$158.02	\$161.18
Engineers, all other - SME	\$177.60	\$181.15	\$184.78	\$188.47	\$192.24
General and Operations Managers - Junior	\$115.87	\$118.18	\$120.55	\$122.96	\$125.42
General and Operations Managers - Journeyman	\$144.07	\$146.96	\$149.89	\$152.89	\$155.95
General and Operations Managers - Senior	\$251.25	\$256.27	\$261.40	\$266.63	\$271.96
General and Operations Managers - SME	\$327.33	\$333.88	\$340.56	\$347.37	\$354.31
Financial Managers - Junior	\$135.00	\$137.70	\$140.46	\$143.27	\$146.13
Financial Managers - Journeyman	\$165.23	\$168.53	\$171.90	\$175.34	\$178.85
Financial Managers - Senior	\$247.85	\$252.81	\$257.86	\$263.02	\$268.28
Financial Managers - SME	\$327.33	\$333.88	\$340.56	\$347.37	\$354.31
Human Resources Managers - Junior	\$112.84	\$115.09	\$117.40	\$119.74	\$122.14
Human Resources Managers - Journeyman	\$145.43	\$148.33	\$151.30	\$154.33	\$157.41
Human Resources Managers - Senior	\$175.90	\$179.42	\$183.01	\$186.67	\$190.40
Human Resources Managers - SME	\$218.23	\$222.59	\$227.04	\$231.58	\$236.22

Service Contract Labor Standards/Service Contract Act (SCLS/SCA) Matrix -

ITA Labor Category	SCA Occupational Code and Title	Wage Determination Number
Electrician, Maintenance**	23160 - Electrician, Maintenance	2015-4281 Rev 12
Electronics Technician Maintenance I**	23181 - Electronics Technician Maintenance I	2015-4281 Rev 12
Electronics Technician Maintenance II**	23182 - Electronics Technician Maintenance II	2015-4281 Rev 12
Engineering Technician I**	30081 - Engineering Technician I	2015-4281 Rev 12
Engineering Technician II **	30082 - Engineering Technician II	2015-4281 Rev 12
Machinist, Maintenance**	23550 - Machinist, Maintenance	2015-4281 Rev 12
Maintenance Trades Helper**	23580 - Maintenance Trades Helper	2015-4281 Rev 12
Material Coordinator**	21030 - Material Coordinator	2015-4281 Rev 12
Material Expediter**	21040 - Material Expediter	2015-4281 Rev 12

The Service Contract Labor Standards, formerly the Service Contract Act (SCA), apply to this contract and it includes SCLS applicable labor categories. Labor categories and fixed price services marked with a (**) in this pricelist are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCLS/SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e., nationwide).

Labor Descriptions –

Substitution Methodology	
Years of Experience	Equals the Following Degree
2 Years	AA Degree
2 Years + AA Degree	Bachelor's Degree
4 Years	Bachelor's Degree
2 Years + Bachelor's Degree	Master's Degree
6 Years	Master's Degree
4 Years + Master's Degree	Ph.D.
10 years of Subject Matter Expertise in the field of interest with a reputation that is international in scope within the profession of interest	Ph.D.

LABOR CATEGORY	FUNCTIONAL RESPONSIBILITY	MINIMUM EXPERIENCE & EDUCATION
CURRENT ITA INTERNATIONAL GSA MAS FSS CONTRACT LABOR CATEGORIES		
Analyst I*	Possess knowledge in designated field or discipline, and applies a broad range of expertise of principles, practices and procedures of particular function. Participates in development of strategic planning activities; reviews and analyzes data to predict future needs and recommend enhancements; prepare budgeting and cost analysis. Work ranges from moderately complex and varied to working on multiple, complex project.	Experience: 5 years related experience Education: Bachelor's degree
Analyst II*	Possess knowledge in designated field or discipline, and applies a broad range of expertise of principles, practices and procedures of particular function. Participates in development of strategic planning activities; reviews and analyzes data to predict future needs and recommend enhancements; prepare budgeting and cost analysis. Work ranges from moderately complex and varied to working on multiple, complex project.	Experience: 7 years related experience Education: Bachelor's degree
Principal Analyst/SME*	Serves as the principal point of contact for client technical services and contracts representatives on a specific contract. Performs contract management activities, including staffing, project, planning, performance tracking, quality assurance, and business management	Experience: 15 years experience in governmental operations Education: Bachelor's degree

LABOR CATEGORY	FUNCTIONAL RESPONSIBILITY	MINIMUM EXPERIENCE & EDUCATION
Program Manager*	Possesses and applies extensive knowledge of one or more applications analyst functions. Provides various types of management and technical support to projects in areas, such as logistics, acquisition management, configuration management, and data management. Conducts program control and/or manpower planning. Develops and monitors project tasks and schedules. Possesses the ability to perform tasks of the highest degree of complexity and difficulty	Experience: 18 years experience in governmental operations Education: Bachelor's degree
Project Lead*	Provides various types of management and technical support to projects in areas, such as logistics, acquisition management, configuration management, and data management, program control and/or manpower planning. Requires a broad knowledge of concepts, practices, and procedures to perform one or more of the above listed functions. Participates in development of strategic planning activities; review and analyze data to predict future needs and recommend enhancements; prepare budgeting and cost analysis.	Experience: 15 years or more of directly related experience Education: Bachelor's degree
Senior Analyst I*	Provides various types of management and technical support to projects in areas, such as logistics, acquisition management, configuration management, and data management, program control and/or manpower planning. Requires a broad knowledge of concepts, practices, and procedures to perform one or more of the above listed functions. Participates in development of strategic planning activities; review and analyze data to predict future needs and recommend enhancements; prepare budgeting and cost analysis.	Experience: 8 years experience in governmental operations Education: Bachelor's degree
Senior Analyst II*	Provides various types of management and technical support to projects in areas, such as logistics, acquisition management, configuration management, and data management, program control and/or manpower planning. Requires a broad knowledge of concepts, practices, and procedures to perform one or more of the above listed functions. Participates in development of strategic planning activities; review and analyze data to predict future needs and recommend enhancements; prepare budgeting and cost analysis.	Experience: 10 years experience in governmental operations Education: Bachelor's degree
Electrician, Maintenance**	The Maintenance Electrician performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy. Work involves most of the following: installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications, locating and diagnosing trouble in the electrical system or equipment, working standard computations relating to load requirements of wiring or electrical equipment, and using a variety of electrician's hand tools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.	Experience: 2 years of experience in electrical maintenance repairing or modifying motors, generators and electrical systems. Education: High school diploma or its equivalent.
Electronics Technician Maintenance I**	The Electronics Technician Maintenance I applies basic technical knowledge to perform simple or routine tasks following detailed instructions, performs such tasks as replacing components, wiring circuits, repairing simple electronic equipment; and taking test readings using common instruments such as digital multi-meters, signal generators, semiconductor testers, curve tracers, and oscilloscopes. This person works under close supervision receiving technical guidance from supervisor or higher-level technician. Work is checked frequently for accuracy.	Experience: 0-2 years related experience. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Education: High school diploma or its equivalent.
Electronics	The Electronics Technician Maintenance II applies basic and some	Experience: 2-4 years related

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Technician Maintenance II**	advanced technical knowledge to solve routine problems by interpreting manufacturers' manuals or similar documents. Work requires familiarity with the interrelationships of circuits and judgment in planning work sequence, in selecting tools, testing instruments, and is reviewed for compliance with accepted practices. This technician works under immediate supervision and achieves technical guidance, as required, from supervisor or higher-level technician.	experience. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Education: High school diploma or its equivalent.
Engineering Technician I**	The Engineering Technician I performs simple routine tasks under close supervision or from detailed procedures. Work is checked in progress or on completion. This person performs one or a combination of such typical duties as: a. Assembling or installing equipment or parts requiring simple wiring, soldering, or connecting. b. Performing simple or routine tasks or tests such as tensile or hardness tests; operating and adjusting simple test equipment; records test data. c. Gathering and maintaining specified records of engineering data such as tests, drawings, etc.; performing computations by substituting numbers in specified formulas; plotting data and draws simple curves and graphs.	Experience: 0-2 years of experience. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Education: High school diploma or its equivalent and formal training.
Engineering Technician II**	The Engineering Technician II performs standardized or prescribed assignments involving a sequence of related operations, follows standard work methods on recurring assignments but receives explicit instructions on unfamiliar assignments. Technical adequacy of routine work is reviewed on completion; non-routine work may be reviewed in progress. This technician performs at this level, one or a combination of such typical duties as: a. Following specific instructions, assembles or constructs simple or standard equipment or parts, servicing or repairing simple instruments or equipment; b. Conducting a variety of tests using established methods, preparing test specimens, adjusting and operating equipment, recording test data, and pointing out deviations resulting from equipment malfunction or observational errors; c. Extracting engineering data from various prescribed but non-standardized sources, processing the data following well-defined methods including elementary algebra and geometry, and presenting the data in prescribed form.	Experience: 2-3 years or experience. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Education: High school diploma or its equivalent and formal training.
Machinist, Maintenance**	The Machinist, Maintenance performs Field and Sustainment level maintenance. They will produce replacement parts and new parts in making repairs of metal parts such as; saws, lathers, grinders, shapers, jointers, presses, drills, broaches, and cutters IAW applicable regulations, technical manuals, commercial manufacturers' publications, technical bulletins, STIR, and MWO. He/she will interpret written instructions and specifications, plan and laying out of work, use a variety of machinist's hand tools and precision measuring instruments, set up and operate standard machine tools. He/she will be responsible for the shaping of metal parts to close tolerances, making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals, selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. The Machinist, Maintenance will repair structural damage by straightening, welding, fabricating, and applying various body fillers, fiberglass, and finishes.	Experience: Meet certain certifications in a specialized area and have at least 4 years experience. Familiar w/ a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Requires a rounded training in machine-shop practice. Education: High school diploma or its equivalent and formal training.
Maintenance Trades Helper**	The Maintenance Trades Helper assists one or more workers in the skilled maintenance trades by performing specific or general duties of lesser skill such as: keeping a worker supplied with materials and tools, cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by	Experience: 0-2 years of experience. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and

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	journeyman. The kind of work the helper is permitted to perform varies from trade to trade. In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas and in others, the worker is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.	accomplish goals. Education: High school diploma or its equivalent.
Material Coordinator**	<p>The Material Coordinator coordinates and expedites flow of material, parts, and assemblies within or between departments in accordance with production and shipping schedules or department supervisors' priorities. In this job, the Material Coordinator reviews production schedules and confers with department supervisors to determine material required or overdue and to locate material, requisitions material and establishes delivery sequences to departments according to job order priorities and anticipated availability of material; arranges for in-plant transfer of materials to meet production schedules, and with department supervisors for repair and assembly of material and its transportation to various departments, and examines material delivered to production departments to verify if type specified.</p> <p>This Worker may monitor and control movement of material and parts along conveyor system, using remote-control panel board, compute amount of material needed for specific job orders, applying knowledge of product and manufacturing processes and using adding machine; compile report of quantity and type of material on hand, move or transport material from one department to another, using hand or industrial truck; may compile perpetual production records in order to locate material in process of production, using manual or computerized system, and maintain employee records.</p>	<p>Experience: 4 years of experience. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals.</p> <p>Education: Associates Degree or its equivalent experience.</p>
Material Expediter**	<p>The Material Expediter executes the following: locates and moves materials and parts between work areas of plant to expedite processing of goods, according to pre-determined schedules and priorities, and keeps related record, reviews production schedules inventory reports, and work orders to determine types, quantities, and availability of required material and priorities of customer orders, confers with department supervisors to determine materials overdue and to inform them of location, availability, and condition of materials, locates and moves materials to specified production areas, using cart or hand truck, and records quantity and type of materials distributed and on hand. Work may include the following tasks: directing Power-Truck Operator or Material Handling Laborer to expedite movement of materials between storage and production areas, compare work ticket specifications with material at work stations to verify appropriateness of material in use, prepare worker production records and timecards, and may update and maintain inventory records, using computer terminal.</p>	<p>Experience: 1-2 years of experience. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals.</p> <p>Education: High School Diploma or its equivalent.</p>
Administrative Professional - Junior	<p>Executive Secretaries and Executive Administrative Assistants - Provide high-level administrative support by conducting research, preparing statistical reports, handling information requests, and performing clerical functions such as preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings. Responsible for assisting more senior positions and/or performing functional duties under the oversight of more senior positions.</p>	<p>Experience: 3 years of experience in the field or in a related area.</p> <p>Education: BA/BS degree or its equivalent.</p>
Administrative Professional - Journeyman	<p>Executive Secretaries and Executive Administrative Assistants - Provide high-level administrative support by conducting research, preparing statistical reports, handling information requests, and performing clerical functions such as preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings. Performs all functional duties independently.</p>	<p>Experience: 5 years of experience in the field or in a related area.</p> <p>Education: BA/BS degree or its equivalent.</p>
Administrative Professional - Senior	<p>Executive Secretaries and Executive Administrative Assistants - Provide high-level administrative support by conducting research, preparing</p>	<p>Experience: 10 years of experience in the field or in a related area.</p>

LABOR CATEGORY	FUNCTIONAL RESPONSIBILITY	MINIMUM EXPERIENCE & EDUCATION
	statistical reports, handling information requests, and performing clerical functions such as preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings. Works on high-visibility or mission critical aspects of a given program and performs all functional duties independently. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.	Education: MA/MS degree or its equivalent.
Administrative Professional - SME	Executive Secretaries and Executive Administrative Assistants - Provide high-level administrative support by conducting research, preparing statistical reports, handling information requests, and performing clerical functions such as preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings. Perform the following kinds of functions: Initiates, supervises, and/or develops requirements from a project's inception to conclusion for complex to extremely complex programs; Provides strategic advice, technical guidance and expertise to program and project staff; Provides detailed analysis, evaluation and recommendations for improvements, optimization development, and/or maintenance efforts for client-specific or mission critical challenges/issues; Consults with client to define need or problem supervises studies and leads surveys to collect and analyze data to provide advice and recommend solutions.	Experience: 12 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.
Editor - Junior	Editors - Plan, coordinate, or edit content of material for publication. May review proposals and drafts for possible publication. Includes technical editors. Responsible for assisting more senior positions and/or performing functional duties under the oversight of more senior positions.	Experience: 3 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.
Editor - Journeyman	Editors - Plan, coordinate, or edit content of material for publication. May review proposals and drafts for possible publication. Includes technical editors. Performs all functional duties independently.	Experience: 5 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.
Editor - Senior	Editors - Plan, coordinate, or edit content of material for publication. May review proposals and drafts for possible publication. Includes technical editors. Works on high-visibility or mission critical aspects of a given program and performs all functional duties independently. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.	Experience: 10 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.
Editor - SME	Editors - Plan, coordinate, or edit content of material for publication. May review proposals and drafts for possible publication. Includes technical editors. Perform the following kinds of functions: Initiates, supervises, and/or develops requirements from a project's inception to conclusion for complex to extremely complex programs; Provides strategic advice, technical guidance and expertise to program and project staff; Provides detailed analysis, evaluation and recommendations for improvements, optimization development, and/or maintenance efforts for client-specific or mission critical challenges/issues; Consults with client to define need or problem supervises studies and leads surveys to collect and analyze data to provide advice and recommend solutions.	Experience: 12 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.
Operations Research Analyst - Junior	Operations Research Analyst - Formulate and apply mathematical modeling and other optimizing methods to develop and interpret information that assists management with decision making, policy formulation, or other managerial functions. May collect and analyze data and develop decision support software, service, or products. May develop and supply optimal time, cost, or logistics networks for program evaluation, review, or implementation. Responsible for assisting more senior positions and/or performing functional duties under the oversight of more senior positions.	Experience: 3 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.
Operations Research Analyst - Journeyman	Operations Research Analyst - Formulate and apply mathematical modeling and other optimizing methods to develop and interpret	Experience: 5 years of experience in the field or in a related area.

LABOR CATEGORY	FUNCTIONAL RESPONSIBILITY	MINIMUM EXPERIENCE & EDUCATION
	information that assists management with decision making, policy formulation, or other managerial functions. May collect and analyze data and develop decision support software, service, or products. May develop and supply optimal time, cost, or logistics networks for program evaluation, review, or implementation. Performs all functional duties independently.	Education: BA/BS degree or its equivalent.
Operations Research Analyst - Senior	Operations Research Analyst - Formulate and apply mathematical modeling and other optimizing methods to develop and interpret information that assists management with decision making, policy formulation, or other managerial functions. May collect and analyze data and develop decision support software, service, or products. May develop and supply optimal time, cost, or logistics networks for program evaluation, review, or implementation. Works on high-visibility or mission critical aspects of a given program and performs all functional duties independently. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.	Experience: 10 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.
Operations Research Analyst - SME	Operations Research Analyst - Formulate and apply mathematical modeling and other optimizing methods to develop and interpret information that assists management with decision making, policy formulation, or other managerial functions. May collect and analyze data and develop decision support software, service, or products. May develop and supply optimal time, cost, or logistics networks for program evaluation, review, or implementation. Perform the following kinds of functions: Initiates, supervises, and/or develops requirements from a project's inception to conclusion for complex to extremely complex programs; Provides strategic advice, technical guidance and expertise to program and project staff; Provides detailed analysis, evaluation and recommendations for improvements, optimization development, and/or maintenance efforts for client-specific or mission critical challenges/issues; Consults with client to define need or problem supervises studies and leads surveys to collect and analyze data to provide advice and recommend solutions.	Experience: 12 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.
Writer - Junior	Writers and Authors - Originate and prepare written material, such as scripts, stories, advertisements, and other material. Responsible for assisting more senior positions and/or performing functional duties under the oversight of more senior positions.	Experience: 3 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.
Writer - Journeyman	Writers and Authors - Originate and prepare written material, such as scripts, stories, advertisements, and other material. Performs all functional duties independently.	Experience: 5 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.
Writer - Senior	Writers and Authors - Originate and prepare written material, such as scripts, stories, advertisements, and other material. Works on high-visibility or mission critical aspects of a given program and performs all functional duties independently. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.	Experience: 10 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.
Writer - SME	Writers and Authors - Originate and prepare written material, such as scripts, stories, advertisements, and other material. Perform the following kinds of functions: Initiates, supervises, and/or develops requirements from a project's inception to conclusion for complex to extremely complex programs; Provides strategic advice, technical guidance and expertise to program and project staff; Provides detailed analysis, evaluation and recommendations for improvements, optimization development, and/or maintenance efforts for client-specific or mission critical challenges/issues; Consults with client to define need or problem supervises studies and leads surveys to collect and analyze data to provide advice and recommend solutions.	Experience: 12 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.
Management Analysts - Junior	Management Analysts - Conduct organizational studies and evaluations, design systems and procedures, conduct work simplification and	Experience: 3 years of experience in the field or in a related area.

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	measurement studies, and prepare operations and procedures manuals to assist management in operating more efficiently and effectively. Includes program analysts and management consultants. Responsible for assisting more senior positions and/or performing functional duties under the oversight of more senior positions.	Education: BA/BS degree or its equivalent.
Management Analysts - Journeyman	Management Analysts - Conduct organizational studies and evaluations, design systems and procedures, conduct work simplification and measurement studies, and prepare operations and procedures manuals to assist management in operating more efficiently and effectively. Includes program analysts and management consultants. Performs all functional duties independently.	Experience: 5 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.
Management Analysts - Senior	Management Analysts - Conduct organizational studies and evaluations, design systems and procedures, conduct work simplification and measurement studies, and prepare operations and procedures manuals to assist management in operating more efficiently and effectively. Includes program analysts and management consultants. Works on high-visibility or mission critical aspects of a given program and performs all functional duties independently. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.	Experience: 10 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.
Management Analysts - SME	Management Analysts - Conduct organizational studies and evaluations, design systems and procedures, conduct work simplification and measurement studies, and prepare operations and procedures manuals to assist management in operating more efficiently and effectively. Includes program analysts and management consultants. Perform the following kinds of functions: Initiates, supervises, and/or develops requirements from a project's inception to conclusion for complex to extremely complex programs; Provides strategic advice, technical guidance and expertise to program and project staff; Provides detailed analysis, evaluation and recommendations for improvements, optimization development, and/or maintenance efforts for client-specific or mission critical challenges/issues; Consults with client to define need or problem supervises studies and leads surveys to collect and analyze data to provide advice and recommend solutions.	Experience: 12 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.
Managers, all other - Junior	Managers, all other - All managers not listed separately. Responsible for assisting more senior positions and/or performing functional duties under the oversight of more senior positions.	Experience: 3 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.
Managers, all other - Journeyman	Managers, all other - All managers not listed separately. Performs all functional duties independently.	Experience: 5 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.
Managers, all other - Senior	Managers, all other - All managers not listed separately. Works on high-visibility or mission critical aspects of a given program and performs all functional duties independently. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.	Experience: 10 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.
Managers, all other - SME	Managers, all other - All managers not listed separately. Perform the following kinds of functions: Initiates, supervises, and/or develops requirements from a project's inception to conclusion for complex to extremely complex programs; Provides strategic advice, technical guidance and expertise to program and project staff; Provides detailed analysis, evaluation and recommendations for improvements, optimization development, and/or maintenance efforts for client-specific or mission critical challenges/issues; Consults with client to define need or problem supervises studies and leads surveys to collect and analyze data to provide advice and recommend solutions.	Experience: 12 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.

LABOR CATEGORY	FUNCTIONAL RESPONSIBILITY	MINIMUM EXPERIENCE & EDUCATION
Administrative Services Managers - Junior	Administrative Services Managers - Plan, direct, or coordinate one or more administrative services of an organization, such as records and information management, mail distribution, facilities planning and maintenance, custodial operations, and other office support services. Medical records administrators are included in "Medical and Health Services Managers". Responsible for assisting more senior positions and/or performing functional duties under the oversight of more senior positions.	Experience: 3 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.
Administrative Services Managers - Journeyman	Administrative Services Managers - Plan, direct, or coordinate one or more administrative services of an organization, such as records and information management, mail distribution, facilities planning and maintenance, custodial operations, and other office support services. Medical records administrators are included in "Medical and Health Services Managers". Performs all functional duties independently.	Experience: 5 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.
Administrative Services Managers - Senior	Administrative Services Managers - Plan, direct, or coordinate one or more administrative services of an organization, such as records and information management, mail distribution, facilities planning and maintenance, custodial operations, and other office support services. Medical records administrators are included in "Medical and Health Services Managers". Works on high-visibility or mission critical aspects of a given program and performs all functional duties independently. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.	Experience: 10 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.
Administrative Services Managers - SME	Administrative Services Managers - Plan, direct, or coordinate one or more administrative services of an organization, such as records and information management, mail distribution, facilities planning and maintenance, custodial operations, and other office support services. Medical records administrators are included in "Medical and Health Services Managers". Perform the following kinds of functions: Initiates, supervises, and/or develops requirements from a project's inception to conclusion for complex to extremely complex programs; Provides strategic advice, technical guidance and expertise to program and project staff; Provides detailed analysis, evaluation and recommendations for improvements, optimization development, and/or maintenance efforts for client-specific or mission critical challenges/issues; Consults with client to define need or problem supervises studies and leads surveys to collect and analyze data to provide advice and recommend solutions.	Experience: 12 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.
Transportation, Storage, and Distribution Managers - Junior	Transportation, Storage, and Distribution Managers - Plan, direct, or coordinate transportation, storage, or distribution activities in accordance with organizational policies and applicable government laws or regulations. Includes logistics managers. Responsible for assisting more senior positions and/or performing functional duties under the oversight of more senior positions.	Experience: 3 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.
Transportation, Storage, and Distribution Managers - Journeyman	Transportation, Storage, and Distribution Managers - Plan, direct, or coordinate transportation, storage, or distribution activities in accordance with organizational policies and applicable government laws or regulations. Includes logistics managers. Performs all functional duties independently.	Experience: 5 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.
Transportation, Storage, and Distribution Managers - Senior	Transportation, Storage, and Distribution Managers - Plan, direct, or coordinate transportation, storage, or distribution activities in accordance with organizational policies and applicable government laws or regulations. Includes logistics managers. Works on high-visibility or mission critical aspects of a given program and performs all functional duties independently. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.	Experience: 10 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent
Transportation, Storage, and Distribution Managers - SME	Transportation, Storage, and Distribution Managers - Plan, direct, or coordinate transportation, storage, or distribution activities in accordance with organizational policies and applicable government laws or regulations. Includes logistics managers. Perform the following kinds of functions:	Experience: 12 years of experience in the field or in a related area. Education: MA/MS degree or its

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	Initiates, supervises, and/or develops requirements from a project's inception to conclusion for complex to extremely complex programs; Provides strategic advice, technical guidance and expertise to program and project staff; Provides detailed analysis, evaluation and recommendations for improvements, optimization development, and/or maintenance efforts for client-specific or mission critical challenges/issues; Consults with client to define need or problem supervises studies and leads surveys to collect and analyze data to provide advice and recommend solutions.	equivalent.
Training and Development Managers - Junior	Training and Development Managers - Plan, direct, or coordinate the training and development activities and staff of an organization. Responsible for assisting more senior positions and/or performing functional duties under the oversight of more senior positions.	Experience: 3 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.
Training and Development Managers - Journeyman	Training and Development Managers - Plan, direct, or coordinate the training and development activities and staff of an organization. Performs all functional duties independently.	Experience: 5 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.
Training and Development Managers - Senior	Training and Development Managers - Plan, direct, or coordinate the training and development activities and staff of an organization. Works on high-visibility or mission critical aspects of a given program and performs all functional duties independently. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.	Experience: 10 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.
Training and Development Managers - SME	Training and Development Managers - Plan, direct, or coordinate the training and development activities and staff of an organization. Perform the following kinds of functions: Initiates, supervises, and/or develops requirements from a project's inception to conclusion for complex to extremely complex programs; Provides strategic advice, technical guidance and expertise to program and project staff; Provides detailed analysis, evaluation and recommendations for improvements, optimization development, and/or maintenance efforts for client-specific or mission critical challenges/issues; Consults with client to define need or problem supervises studies and leads surveys to collect and analyze data to provide advice and recommend solutions.	Experience: 12 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.
Medical and Health Services Managers - Junior	Medical and Health Services Managers - Plan, direct, or coordinate medical and health services in hospitals, clinics, managed care organizations, public health agencies, or similar organizations. Responsible for assisting more senior positions and/or performing functional duties under the oversight of more senior positions.	Experience: 3 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.
Medical and Health Services Managers - Journeyman	Medical and Health Services Managers - Plan, direct, or coordinate medical and health services in hospitals, clinics, managed care organizations, public health agencies, or similar organizations. Performs all functional duties independently.	Experience: 5 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.
Medical and Health Services Managers - Senior	Medical and Health Services Managers - Plan, direct, or coordinate medical and health services in hospitals, clinics, managed care organizations, public health agencies, or similar organizations. Works on high-visibility or mission critical aspects of a given program and performs all functional duties independently. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.	Experience: 10 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.
Medical and Health Services Managers - SME	Medical and Health Services Managers - Plan, direct, or coordinate medical and health services in hospitals, clinics, managed care organizations, public health agencies, or similar organizations. Perform the following kinds of functions: Initiates, supervises, and/or develops requirements from a project's inception to conclusion for complex to extremely complex programs; Provides strategic advice, technical guidance and expertise to program and project staff; Provides detailed analysis, evaluation and	Experience: 12 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.

LABOR CATEGORY	FUNCTIONAL RESPONSIBILITY	MINIMUM EXPERIENCE & EDUCATION
	recommendations for improvements, optimization development, and/or maintenance efforts for client-specific or mission critical challenges/issues; Consults with client to define need or problem supervises studies and leads surveys to collect and analyze data to provide advice and recommend solutions.	
Economists - Junior	Economists - Conduct research, prepare reports, or formulate plans to address economic problems related to the production and distribution of goods and services or monetary and fiscal policy. May collect and process economic and statistical data using sampling techniques and econometric methods. Responsible for assisting more senior positions and/or performing functional duties under the oversight of more senior positions.	Experience: 3 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.
Economists - Journeyman	Economists - Conduct research, prepare reports, or formulate plans to address economic problems related to the production and distribution of goods and services or monetary and fiscal policy. May collect and process economic and statistical data using sampling techniques and econometric methods. Performs all functional duties independently.	Experience: 5 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.
Economists - Senior	Economists - Conduct research, prepare reports, or formulate plans to address economic problems related to the production and distribution of goods and services or monetary and fiscal policy. May collect and process economic and statistical data using sampling techniques and econometric methods. Works on high-visibility or mission critical aspects of a given program and performs all functional duties independently. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.	Experience: 10 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.
Economists - SME	Economists - Conduct research, prepare reports, or formulate plans to address economic problems related to the production and distribution of goods and services or monetary and fiscal policy. May collect and process economic and statistical data using sampling techniques and econometric methods. Perform the following kinds of functions: Initiates, supervises, and/or develops requirements from a project's inception to conclusion for complex to extremely complex programs; Provides strategic advice, technical guidance and expertise to program and project staff; Provides detailed analysis, evaluation and recommendations for improvements, optimization development, and/or maintenance efforts for client-specific or mission critical challenges/issues; Consults with client to define need or problem supervises studies and leads surveys to collect and analyze data to provide advice and recommend solutions.	Experience: 12 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.
Industrial-Organizational Psychologists - Junior	Industrial-Organizational Psychologists - Apply principles of psychology to human resources, administration, management, sales, and marketing problems. Activities may include policy planning; employee testing and selection, training and development; and organizational development and analysis. May work with management to organize the work setting to improve worker productivity. Responsible for assisting more senior positions and/or performing functional duties under the oversight of more senior positions.	Experience: 3 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.
Industrial-Organizational Psychologists - Journeyman	Industrial-Organizational Psychologists - Apply principles of psychology to human resources, administration, management, sales, and marketing problems. Activities may include policy planning; employee testing and selection, training and development; and organizational development and analysis. May work with management to organize the work setting to improve worker productivity. Performs all functional duties independently.	Experience: 5 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.
Industrial-Organizational Psychologists - Senior	Industrial-Organizational Psychologists - Apply principles of psychology to human resources, administration, management, sales, and marketing problems. Activities may include policy planning; employee testing and selection, training and development; and organizational development and analysis. May work with management to organize the work setting to improve worker productivity. Works on high-visibility or mission critical aspects of a given program and performs all functional duties	Experience: 10 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.

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	independently. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.	
Industrial-Organizational Psychologists - SME	Industrial-Organizational Psychologists - Apply principles of psychology to human resources, administration, management, sales, and marketing problems. Activities may include policy planning; employee testing and selection, training and development; and organizational development and analysis. May work with management to organize the work setting to improve worker productivity. Perform the following kinds of functions: Initiates, supervises, and/or develops requirements from a project's inception to conclusion for complex to extremely complex programs; Provides strategic advice, technical guidance and expertise to program and project staff; Provides detailed analysis, evaluation and recommendations for improvements, optimization development, and/or maintenance efforts for client-specific or mission critical challenges/issues; Consults with client to define need or problem supervises studies and leads surveys to collect and analyze data to provide advice and recommend solutions.	Experience: 12 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.
Survey Researchers - Junior	Survey Researchers - Plan, develop, or conduct surveys. May analyze and interpret the meaning of survey data, determine survey objectives, or suggest or test question wording. Includes social scientists who primarily design questionnaires or supervise survey teams. Responsible for assisting more senior positions and/or performing functional duties under the oversight of more senior positions.	Experience: 3 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.
Survey Researchers - Journeyman	Survey Researchers - Plan, develop, or conduct surveys. May analyze and interpret the meaning of survey data, determine survey objectives, or suggest or test question wording. Includes social scientists who primarily design questionnaires or supervise survey teams. Performs all functional duties independently.	Experience: 5 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.
Survey Researchers - Senior	Survey Researchers - Plan, develop, or conduct surveys. May analyze and interpret the meaning of survey data, determine survey objectives, or suggest or test question wording. Includes social scientists who primarily design questionnaires or supervise survey teams. Works on high-visibility or mission critical aspects of a given program and performs all functional duties independently. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.	Experience: 10 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.
Survey Researchers - SME	Survey Researchers - Plan, develop, or conduct surveys. May analyze and interpret the meaning of survey data, determine survey objectives, or suggest or test question wording. Includes social scientists who primarily design questionnaires or supervise survey teams. Perform the following kinds of functions: Initiates, supervises, and/or develops requirements from a project's inception to conclusion for complex to extremely complex programs; Provides strategic advice, technical guidance and expertise to program and project staff; Provides detailed analysis, evaluation and recommendations for improvements, optimization development, and/or maintenance efforts for client-specific or mission critical challenges/issues; Consults with client to define need or problem supervises studies and leads surveys to collect and analyze data to provide advice and recommend solutions.	Experience: 12 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.
Electrical Engineers - Junior	Electrical Engineers - Research, design, develop, test, or supervise the manufacturing and installation of electrical equipment, components, or systems for commercial, industrial, military, or scientific use. Responsible for assisting more senior positions and/or performing functional duties under the oversight of more senior positions.	Experience: 3 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.
Electrical Engineers - Journeyman	Electrical Engineers - Research, design, develop, test, or supervise the manufacturing and installation of electrical equipment, components, or systems for commercial, industrial, military, or scientific use. Performs all functional duties independently.	Experience: 5 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.
Electrical Engineers -	Electrical Engineers - Research, design, develop, test, or supervise the	Experience: 10 years of experience

LABOR CATEGORY	FUNCTIONAL RESPONSIBILITY	MINIMUM EXPERIENCE & EDUCATION
Senior	manufacturing and installation of electrical equipment, components, or systems for commercial, industrial, military, or scientific use. Works on high-visibility or mission critical aspects of a given program and performs all functional duties independently. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.	in the field or in a related area. Education: MA/MS degree or its equivalent.
Electrical Engineers - SME	Electrical Engineers - Research, design, develop, test, or supervise the manufacturing and installation of electrical equipment, components, or systems for commercial, industrial, military, or scientific use. Perform the following kinds of functions: Initiates, supervises, and/or develops requirements from a project's inception to conclusion for complex to extremely complex programs; Provides strategic advice, technical guidance and expertise to program and project staff; Provides detailed analysis, evaluation and recommendations for improvements, optimization development, and/or maintenance efforts for client-specific or mission critical challenges/issues; Consults with client to define need or problem supervises studies and leads surveys to collect and analyze data to provide advice and recommend solutions.	Experience: 12 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.
Engineers, all other - Junior	Engineers, all other - All engineers not listed separately. Responsible for assisting more senior positions and/or performing functional duties under the oversight of more senior positions.	Experience: 3 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.
Engineers, all other - Journeyman	Engineers, all other - All engineers not listed separately. Performs all functional duties independently.	Experience: 5 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.
Engineers, all other - Senior	Engineers, all other - All engineers not listed separately. Works on high-visibility or mission critical aspects of a given program and performs all functional duties independently. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.	Experience: 10 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.
Engineers, all other - SME	Engineers, all other - All engineers not listed separately. Perform the following kinds of functions: Initiates, supervises, and/or develops requirements from a project's inception to conclusion for complex to extremely complex programs; Provides strategic advice, technical guidance and expertise to program and project staff; Provides detailed analysis, evaluation and recommendations for improvements, optimization development, and/or maintenance efforts for client-specific or mission critical challenges/issues; Consults with client to define need or problem supervises studies and leads surveys to collect and analyze data to provide advice and recommend solutions.	Experience: 12 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.
General and Operations Managers - Junior	General and Operations Managers - Plan, direct, or coordinate the operations of public or private sector organizations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources, but are too diverse and general in nature to be classified in any one functional area of management or administration, such as personnel, purchasing, or administrative services. Responsible for assisting more senior positions and/or performing functional duties under the oversight of more senior positions.	Experience: 3 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.
General and Operations Managers - Journeyman	General and Operations Managers - Plan, direct, or coordinate the operations of public or private sector organizations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources, but are too diverse and general in nature to be classified in any one functional area of management or administration, such as personnel, purchasing, or	Experience: 5 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.

LABOR CATEGORY	FUNCTIONAL RESPONSIBILITY	MINIMUM EXPERIENCE & EDUCATION
	administrative services. Performs all functional duties independently.	
General and Operations Managers - Senior	General and Operations Managers - Plan, direct, or coordinate the operations of public or private sector organizations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources, but are too diverse and general in nature to be classified in any one functional area of management or administration, such as personnel, purchasing, or administrative services. Works on high-visibility or mission critical aspects of a given program and performs all functional duties independently. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.	Experience: 10 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.
General and Operations Managers - SME	General and Operations Managers - Plan, direct, or coordinate the operations of public or private sector organizations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources, but are too diverse and general in nature to be classified in any one functional area of management or administration, such as personnel, purchasing, or administrative services. Perform the following kinds of functions: Initiates, supervises, and/or develops requirements from a project's inception to conclusion for complex to extremely complex programs; Provides strategic advice, technical guidance and expertise to program and project staff; Provides detailed analysis, evaluation and recommendations for improvements, optimization development, and/or maintenance efforts for client-specific or mission critical challenges/issues; Consults with client to define need or problem supervises studies and leads surveys to collect and analyze data to provide advice and recommend solutions.	Experience: 12 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.
Financial Managers - Junior	Financial Managers - Plan, direct, or coordinate accounting, investing, banking, insurance, securities, and other financial activities of a branch, office, or department of an establishment. Responsible for assisting more senior positions and/or performing functional duties under the oversight of more senior positions.	Experience: 3 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.
Financial Managers - Journeyman	Financial Managers - Plan, direct, or coordinate accounting, investing, banking, insurance, securities, and other financial activities of a branch, office, or department of an establishment. Performs all functional duties independently.	Experience: 5 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.
Financial Managers - Senior	Financial Managers - Plan, direct, or coordinate accounting, investing, banking, insurance, securities, and other financial activities of a branch, office, or department of an establishment. Works on high-visibility or mission critical aspects of a given program and performs all functional duties independently. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.	Experience: 10 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.
Financial Managers - SME	Financial Managers - Plan, direct, or coordinate accounting, investing, banking, insurance, securities, and other financial activities of a branch, office, or department of an establishment. Perform the following kinds of functions: Initiates, supervises, and/or develops requirements from a project's inception to conclusion for complex to extremely complex programs; Provides strategic advice, technical guidance and expertise to program and project staff; Provides detailed analysis, evaluation and recommendations for improvements, optimization development, and/or maintenance efforts for client-specific or mission critical challenges/issues; Consults with client to define need or problem supervises studies and leads surveys to collect and analyze data to provide advice and recommend solutions.	Experience: 12 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.
Human Resources Managers - Junior	Human Resources Managers - Plan, direct, or coordinate human resources activities and staff of an organization. Responsible for assisting more senior positions and/or performing functional duties under the oversight of more senior positions.	Experience: 3 years of experience in the field or in a related area. Education: BA/BS degree or its

LABOR CATEGORY	FUNCTIONAL RESPONSIBILITY	MINIMUM EXPERIENCE & EDUCATION
		equivalent.
Human Resources Managers - Journeyman	Human Resources Managers - Plan, direct, or coordinate human resources activities and staff of an organization. Performs all functional duties independently.	Experience: 5 years of experience in the field or in a related area. Education: BA/BS degree or its equivalent.
Human Resources Managers - Senior	Human Resources Managers - Plan, direct, or coordinate human resources activities and staff of an organization. Works on high-visibility or mission critical aspects of a given program and performs all functional duties independently. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.	Experience: 10 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.
Human Resources Managers - SME	Human Resources Managers - Plan, direct, or coordinate human resources activities and staff of an organization. Perform the following kinds of functions: Initiates, supervises, and/or develops requirements from a project's inception to conclusion for complex to extremely complex programs; Provides strategic advice, technical guidance and expertise to program and project staff; Provides detailed analysis, evaluation and recommendations for improvements, optimization development, and/or maintenance efforts for client-specific or mission critical challenges/issues; Consults with client to define need or problem supervises studies and leads surveys to collect and analyze data to provide advice and recommend solutions.	Experience: 12 years of experience in the field or in a related area. Education: MA/MS degree or its equivalent.
** Service Contract Act Labor Category		