GENERAL SERVICES ADMINISTRATION
Federal Acquisition Service
Authorized Federal Supply Schedule FSS 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 are available through GSA *Advantage!*®, a menu-driven database system. The INTERNET address GSA *Advantage!*® is: GSAAdvantage.gov.

Multiple Award Schedule (MAS)

Federal Supply Group: Professional Services, Information Technology

Contract Number: 47QRAA18D006F
Mod PS-0030, Effective September 21, 2023

Contract Period: March 20, 2023, through March 19, 2028

Oasis Systems, LLC

200 Summit Drive, Suite 510
Burlington, MA 01803

Phone: 781-676-7333
Fax: 781-676-7353
www.oasissystems.com

Contract Administrator:
Lindsay P Norcio
Email Address: Lindsay.norcio@oasiste.com
Phone: 781-879-1447

Business Size:
Business Size: Other Than Small Business ONLY under the following exemptions for NAICS 541715:
2. Aircraft, Aircraft Engine and Engine Part Engineering
3. Other Aircraft Parts and Auxiliary Equipment Engineering
4. Guided Missiles and Space Vehicles their Propulsion Units and Propulsion Parts Engineering

For more information on ordering on ordering go to the following website: https://www.gsa.gov/schedules.

Prices Shown Herein are Net (discount deducted)

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CUSTOMER INFORMATION

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

SIN	SIN Description
541330ENG	Engineering Services
541380	Testing Laboratories
541420	Engineering System Design and Integration Services
54151HACS	Highly Adaptive Cybersecurity Services (HACS)*
54151S	Information Technology Professional Services
541611	Management and Financial Consulting, Acquisition and Grants Management Support and Business Program and Project Management Services
541715	Engineering Research and Development and Strategic Planning
611430	Professional and Management Development Training
611512	Flight Training

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.
Please see approved GSA Pricelist

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.
Please see approved GSA Pricelist

2. Maximum Order:

SIN	Maximum Order
541330ENG	$1,000,000.00
541380	$250,000.00
541420	$1,000,000.00
54151HACS	$500,0000.00
54151S	$500,0000.00
541611	$1,000,000.00
541715	$1,000,000.00
611430	$1,000,000.00
611512	$1,000,000.00

3. Minimum Order:
$100.00

4. Geographic Coverage:
Domestic Delivery

5. Point of production:
Oasis Systems, LLC
200 Summit Drive,
Suite 510
Burlington, MA 01803

6. Discount from list prices or statement of net price:
Government net prices (discounts already deducted.)

7. Quantity discounts:
None

8. Prompt payment terms:
Net 30 days
Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions

9. Foreign items:
None

10a. Time of Delivery:
Contact Contractor

10b. Expedited Delivery:
Contact Contractor

10c. Overnight and 2-day delivery:
Contact Contractor

10d. Urgent Requirements.
Contact Contractor

11. F.O.B Points:
Destination

12a. Ordering Address:
Oasis Systems, LLC
200 Summit Drive,
Suite 510
Burlington, MA 01803

12b. Ordering procedures:
See Federal Acquisition Regulation (FAR) 8.405-3.

13. **Payment address:**
Oasis Systems, LLC
200 Summit Drive,
Suite 510
Burlington, MA 01803

14. **Warranty provision:**
Not Applicable

15. **Export Packing Charges:**
Not Applicable

16. **Terms and conditions of rental, maintenance, and repair:**
Not Applicable

17. Terms and conditions of installation:
Not Applicable

18a. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices:**
Not Applicable

18b. Terms and conditions for any other services:
Not Applicable

19. **List of service and distribution points:**
Not Applicable

20. List of participating dealers:
Not Applicable

21. Preventive maintenance:
Not Applicable

22a. Special attributes such as environmental attributes (e.g., recycled content, entery efficiency, and/or reduced pollutants):
Not Applicable

22b. If applicable, indicate that Section 508 compliance information is available for the information and communications technology (ICT) products and services and show where full details can be found (e.g. contractor's website or other location.)
Not Applicable

23. Unique Entity Identifier (UEI) number:
MST2Z1EG1HV7

24. Notification regarding registration in System for Award Management (SAM) database:
Contractor registered and active in SAM
CAGE Code: 1EDN2

GSA PRICELIST

SIN	Labor Category	Rate Location	Year 6 3/20/2023 - 3/19/2024	Year 7 3/20/2024 - 3/19/2025	Year 8 3/20/2025- 3/19/2026	Year 9 3/20/2026 - 3/19/2027	Year 10 3/20/2027 - 9/15/2028
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Administrative Specialist I**	Customer Facility	$41.84	$42.81	$43.80	$44.81	$45.83
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Administrative Specialist II**	Customer Facility	$48.93	$50.06	$51.20	$52.38	$53.59
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Administrative Specialist III**	Customer Facility	$63.35	$64.81	$66.30	$67.82	$69.38
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Analyst I	Customer Facility	$56.44	$57.74	$59.07	$60.43	$61.82
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Analyst II	Customer Facility	$73.23	$74.91	$76.63	$78.40	$80.20
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Analyst III	Customer Facility	$101.15	$103.48	$105.85	$108.29	$110.78
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Analyst IV	Customer Facility	$119.15	$121.89	$124.70	$127.57	$130.50
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Analyst V	Customer Facility	$144.89	$148.22	$151.63	$155.11	$158.68
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Configuration/ Data Management Specialist I	Customer Facility	$66.60	$68.13	$69.70	$71.30	$72.95
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Configuration/ Data Management Specialist II	Customer Facility	$78.41	$80.21	$82.06	$83.94	$85.87
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Configuration/ Data Management Specialist III	Customer Facility	$100.19	$102.50	$104.86	$107.26	$109.73
54151S	Cyber Security Specialist I	Customer Facility	$66.02	$67.54	$69.09	$70.68	$72.30
54151S	Cyber Security Specialist II	Customer Facility	$86.34	$88.32	$90.36	$92.43	$94.56
54151S	Cyber Security Specialist III	Customer Facility	$95.35	$97.54	$99.79	$102.09	$104.43

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54151S	Cyber Security Specialist IV	Customer Facility	$111.84	$114.41	$117.04	$119.73	$122.48
54151S	Cyber Security Specialist V	Customer Facility	$140.70	$143.93	$147.24	$150.63	$154.10
54151S	Cyber Security Specialist VI	Customer Facility	$188.48	$192.82	$197.25	$201.78	$206.43
541330ENG, 541380, 541420, 541715	Engineer I	Customer Facility	$58.78	$60.13	$61.51	$62.92	$64.37
541330ENG, 541380, 541420, 541715	Engineer II	Customer Facility	$69.84	$71.45	$73.09	$74.77	$76.49
541330ENG, 541380, 541420, 541715	Engineer III	Customer Facility	$86.24	$88.22	$90.25	$92.32	$94.45
541330ENG, 541380, 541420, 541715	Engineer IV	Customer Facility	$99.62	$101.90	$104.25	$106.65	$109.10
541330ENG, 541380, 541420, 541715	Engineer V	Customer Facility	$105.57	$108.00	$110.49	$113.03	$115.63
541330ENG, 541380, 541420, 541715	Engineer VI	Customer Facility	$114.24	$116.87	$119.56	$122.31	$125.12
541330ENG, 541380, 541420, 541715	Engineer VII	Customer Facility	$148.23	$151.64	$155.12	$158.69	$162.34
611430, 611512	Facilitator/Trainer I	Customer Facility	$54.31	$55.56	$56.84	$58.15	$59.49
611430, 611512	Facilitator/Trainer II	Customer Facility	$76.40	$78.16	$79.95	$81.79	$83.68
611430, 611512	Facilitator/Trainer III	Customer Facility	$97.53	$99.78	$102.08	$104.42	$106.82
54151S	IT Specialist I	Customer Facility	$71.30	$72.95	$74.63	$76.34	$78.10
54151S	IT Specialist II	Customer Facility	$86.62	$88.61	$90.65	$92.74	$94.87
54151S	IT Specialist III	Customer Facility	$107.83	$110.31	$112.85	$115.45	$118.11
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Logistician I	Customer Facility	$79.25	$81.08	$82.94	$84.85	$86.80
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Logistician II	Customer Facility	$98.03	$100.28	$102.59	$104.95	$107.37
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Program Manger I	Customer Facility	$119.06	$121.80	$124.60	$127.47	$130.40
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Program Manger II	Customer Facility	$141.06	$144.30	$147.62	$151.01	$154.49
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Subject Matter Expert I	Customer Facility	$82.09	$83.97	$85.90	$87.88	$89.90

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541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Subject Matter Expert II	Customer Facility	$126.20	$129.10	$132.07	$135.10	$138.21
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Subject Matter Expert III	Customer Facility	$145.16	$148.49	$151.91	$155.41	$158.98
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Subject Matter Expert IV	Customer Facility	$168.00	$171.87	$175.82	$179.86	$184.00
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Subject Matter Expert V	Customer Facility	$206.59	$211.35	$216.20	$221.18	$226.27
54151S	Systems Architect I	Customer Facility	$106.04	$108.47	$110.97	$113.52	$116.13
54151S	Systems Architect II	Customer Facility	$143.28	$146.58	$149.95	$153.40	$156.93
54151S	Systems Architect III	Customer Facility	$174.51	$178.52	$182.63	$186.83	$191.12
54151S	Systems Architect IV	Customer Facility	$202.84	$207.51	$212.28	$217.17	$222.17
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Task Lead	Customer Facility	$96.05	$98.26	$100.51	$102.82	$105.19
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Technical Writer I**	Customer Facility	$57.39	$58.71	$60.06	$61.44	$62.85
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Technical Writer II**	Customer Facility	$92.47	$94.60	$96.78	$99.00	$101.28
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Administrative Specialist I**	Contractor Facility	$50.86	$52.03	$53.23	$54.46	$55.71
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Administrative Specialist II**	Contractor Facility	$59.50	$60.87	$62.27	$63.70	$65.16
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Administrative Specialist III**	Contractor Facility	$77.04	$78.81	$80.62	$82.48	$84.37
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Analyst III	Contractor Facility	$123.01	$125.84	$128.74	$131.70	$134.73
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Configuration/ Data Management Specialist I	Contractor Facility	$80.99	$82.85	$84.76	$86.70	$88.70
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Configuration/ Data Management Specialist III	Contractor Facility	$121.84	$124.64	$127.52	$130.45	$133.45
541330ENG, 541380, 541420, 541715	Engineer II	Contractor Facility	$84.92	$86.87	$88.87	$90.91	$93.01

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611430, 611512	Facilitator/Trainer I	Contractor Facility	$66.06	$67.58	$69.13	$70.72	$72.34
611430, 611512	Facilitator/Trainer II	Contractor Facility	$92.91	$95.04	$97.23	$99.47	$101.75
611430, 611512	Facilitator/Trainer III	Contractor Facility	$118.59	$121.32	$124.11	$126.96	$129.88
54151S	IT Specialist I	Contractor Facility	$86.71	$88.71	$90.74	$92.83	$94.96
54151S	IT Specialist II	Contractor Facility	$105.34	$107.76	$110.24	$112.78	$115.37
54151S	IT Specialist III	Contractor Facility	$131.11	$134.13	$137.21	$140.36	$143.59
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Logistician II	Contractor Facility	$119.19	$121.93	$124.74	$127.61	$130.54
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Task Lead	Contractor Facility	$116.78	$119.47	$122.22	$125.03	$127.90
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Technical Writer I**	Contractor Facility	$69.77	$71.38	$73.02	$74.70	$76.42
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 611512	Technical Writer II**	Contractor Facility	$112.43	$115.02	$117.67	$120.38	$123.15
54151S	Program Manager (101)	Contractor Facility	$219.13	$224.17	$229.33	$234.61	$240.01
54151S	Project Manager (102)	Contractor Facility	$191.72	$196.13	$200.64	$205.26	$209.98
54151S	Senior Computer Specialist (201)	Contractor Facility	$136.70	$139.84	$143.05	$146.35	$149.71
54151S	Computer Specialist (202)	Contractor Facility	$113.55	$116.16	$118.83	$121.56	$124.35
54151S	Senior Computer Systems Analyst (203)	Contractor Facility	$209.15	$213.95	$218.87	$223.91	$229.06
54151S	Computer Systems Analyst (204)	Contractor Facility	$133.02	$136.08	$139.21	$142.42	$145.69
54151S	Junior Computer Systems Analyst (205)	Contractor Facility	$64.31	$65.79	$67.30	$68.86	$70.44
54151S	Senior Programmer (206)	Contractor Facility	$134.57	$137.66	$140.83	$144.06	$147.38
54151S	Programmer (207)	Contractor Facility	$105.08	$107.50	$109.96	$112.49	$115.08
54151S	Senior Systems Engineer (301)	Contractor Facility	$128.92	$131.88	$134.91	$138.02	$141.19
54151S	Systems Engineer (302)	Contractor Facility	$100.07	$102.37	$104.73	$107.13	$109.60
54151S	Senior Engineer (305)	Contractor Facility	$140.43	$143.67	$146.97	$150.36	$153.81

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54151S	Engineer (306)	Contractor Facility	$124.83	$127.70	$130.64	$133.64	$136.72
54151S	Junior Engineer (307)	Contractor Facility	$122.35	$125.16	$128.04	$130.98	$133.99
54151S	Senior Test Engineer (308)	Contractor Facility	$175.13	$179.16	$183.28	$187.50	$191.81
54151S	Test Engineer (309)	Contractor Facility	$76.90	$78.67	$80.48	$82.34	$84.23
54151S	Senior Field Engineer (311)	Contractor Facility	$95.56	$97.75	$100.00	$102.30	$104.65
54151S	Field Engineer (312)	Contractor Facility	$54.80	$56.06	$57.35	$58.67	$60.02
54151S	Network Installation Technician (401)	Contractor Facility	$91.54	$93.64	$95.80	$98.01	$100.26
54151S	Network Specialist (403)	Contractor Facility	$80.92	$82.78	$84.69	$86.63	$88.62
54151S	Help Desk Manager (404)	Contractor Facility	$110.01	$112.53	$115.12	$117.77	$120.48
54151S	Help Desk Specialist (405)	Contractor Facility	$70.01	$71.62	$73.26	$74.94	$76.66
54151S	Computer Operator (406)	Contractor Facility	$40.47	$41.40	$42.36	$43.34	$44.33
54151S	Computer System Administrator (407)	Contractor Facility	$81.00	$82.86	$84.77	$86.71	$88.71
54151S	LAN / WAN Integrator (409)	Contractor Facility	$75.00	$76.73	$78.49	$80.29	$82.14
54151S	CAD Designer (504)	Contractor Facility	$78.94	$80.76	$82.61	$84.51	$86.46
54151S	Senior Data Technician (510)	Contractor Facility	$68.04	$69.60	$71.20	$72.85	$74.52
54151S	Junior Data Technician (512)	Contractor Facility	$34.35	$35.13	$35.94	$36.77	$37.61
54151HACS, 54151S	Quality Assurance Analyst (601)	Contractor Facility	$158.08	$161.71	$165.43	$169.24	$173.13
54151HACS, 54151S	Senior Systems Security Analyst (702)	Contractor Facility	$191.39	$195.79	$200.29	$204.90	$209.61
54151S	Program Manager (101)	Customer Facility	$209.15	$213.95	$218.87	$223.91	$229.06
54151S	Project Manager (102)	Customer Facility	$185.95	$190.23	$194.60	$199.07	$203.65
54151S	Senior Computer Specialist (201)	Customer Facility	$118.87	$121.60	$124.40	$127.26	$130.20
54151S	Computer Specialist (202)	Customer Facility	$98.74	$101.01	$103.34	$105.71	$108.14
54151S	Senior Computer Systems Analyst (203)	Customer Facility	$182.63	$186.83	$191.12	$195.52	$200.01
54151S	Computer Systems Analyst (204)	Customer Facility	$115.67	$118.33	$121.05	$123.83	$126.68

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54151S	Junior Computer Systems Analyst (205)	Customer Facility	$55.92	$57.21	$58.53	$59.88	$61.26
54151S	Senior Programmer (206)	Customer Facility	$117.02	$119.71	$122.46	$125.28	$128.16
54151S	Programmer (207)	Customer Facility	$91.37	$93.47	$95.62	$97.81	$100.06
54151S	Senior Systems Engineer (301)	Customer Facility	$112.10	$114.68	$117.32	$120.02	$122.78
54151S	Systems Engineer (302)	Customer Facility	$87.02	$89.03	$91.07	$93.17	$95.31
54151S	Senior Engineer (305)	Customer Facility	$137.65	$140.82	$144.05	$147.37	$150.75
54151S	Engineer (306)	Customer Facility	$122.35	$125.16	$128.04	$130.98	$133.99
54151S	Junior Engineer (307)	Customer Facility	$79.77	$81.60	$83.48	$85.40	$87.37
54151S	Senior Test Engineer (308)	Customer Facility	$152.29	$155.80	$159.39	$163.05	$166.80
54151S	Test Engineer (309)	Customer Facility	$66.66	$68.19	$69.76	$71.37	$73.01
54151S	Senior Field Engineer (311)	Customer Facility	$83.01	$84.92	$86.87	$88.87	$90.91
54151S	Field Engineer (312)	Customer Facility	$55.92	$57.21	$58.53	$59.88	$61.26
54151S	Network Installation Technician (401)	Customer Facility	$82.01	$83.89	$85.81	$87.79	$89.80
54151S	Network Specialist (403)	Customer Facility	$70.37	$71.99	$73.64	$75.34	$77.07
54151S	Help Desk Manager (404)	Customer Facility	$90.01	$92.07	$94.19	$96.35	$98.57
54151S	Help Desk Specialist (405)	Customer Facility	$58.01	$59.34	$60.70	$62.10	$63.53
54151S	Computer Operator (406)	Customer Facility	$41.31	$42.26	$43.22	$44.22	$45.24
54151S	Computer System Administrator (407)	Customer Facility	$62.43	$63.87	$65.34	$66.84	$68.38
54151S	LAN / WAN Integrator (409)	Customer Facility	$69.00	$70.59	$72.21	$73.87	$75.58
54151S	CAD Designer (504)	Customer Facility	$77.37	$79.15	$80.98	$82.84	$84.75
54151S	Senior Data Technician (510)	Customer Facility	$69.45	$71.05	$72.69	$74.36	$76.07
54151S	Junior Data Technician (512)	Customer Facility	$35.05	$35.86	$36.69	$37.53	$38.40
54151HACS, 54151S	Quality Assurance Analyst (601)	Customer Facility	$134.36	$137.45	$140.61	$143.85	$147.15
54151HACS, 54151S	Senior Systems Security Analyst (702)	Customer Facility	$177.00	$181.07	$185.23	$189.49	$193.85

SCA Eligible Labor Category	SCA Equivalent Code Title	Wage Determination No
Administrative Specialist I	01111 General Clerk I	2015-4281
Administrative Specialist II	01112 General Clerk II	2015-4281
Administrative Specialist III	01113 General Clerk III	2015-4281
Technical Writer I	30461 Technical Writer I	2015-4281
Technical Writer II	30462 Technical Writer II	2015-4281
Administrative Assistant (503)	01111 General Clerk I	2015-4281
Technical Writer I (501)	30461 Technical Writer I	2015-4281

Service Contract Act: 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 CATEGORY DESCRIPTIONS

Description	Minimum Education Level	Minimum Years of Experience
Administrative Specialist I	High school diploma or general equivalency diploma	One
Prepares routine material, performs input, filing, copying and other clerical tasks. May answer phones, distribute mail/materials, and perform other such clerical/administrative duties.		
Administrative Specialist II	High school diploma or general equivalency diploma	Five
Prepares correspondence and formal documentation in accordance with established style guidelines. Utilizes automated word processing software to develop correspondence and documentation. Utilizes automated database and spreadsheet software to maintain project manager contract status tracking information.		
Administrative Specialist III	High school diploma or general equivalency diploma	Eight
Prepares technical correspondence and formal documentation in accordance with established style guidelines. Utilizes automated word processing software to develop correspondence and documentation. Utilizes automated database and spreadsheet software to maintain project manager contract status tracking information. Prepares milestone charts and scheduling worksheets.		
Analyst I	Associate's degree or equivalent	One
Conducts complex analyses to include project management, acquisition, business analysis, financial analysis, logistics, systems functional analysis, quality management, organizational planning, scheduling, security, and other business, organizational, or program management disciplines. Resolves important business questions through the use of advanced techniques and the extension or modification of standard practices. Makes process change by integrating new processes with existing ones and communicating these changes to impacted business systems teams. Institutes quality improvement efforts. Performs at an entry-level or development level assignments. Works under direct supervision of a Project Manager, Project Lead, or Technical Lead.		
Analyst II	Associate's degree or equivalent	Four
Advises on complex analyses to include project management, acquisition, business analysis, financial analysis, logistics, systems functional analysis, quality management, organizational planning, scheduling, security, and other business, organizational, or program management disciplines. Resolves important business questions through the use of advanced techniques and the extension or modification of standard practices. Creates process change by integrating new processes with existing ones and communicating these changes to impacted business systems teams. Facilitates quality improvement efforts.		
Analyst III	Bachelor's degree or equivalent	Seven
Directs complex analyses to include project management, acquisition, business analysis, financial analysis, logistics, systems functional analysis, quality management, organizational planning, scheduling, security, and other business, organizational, or program management disciplines. Resolves important business questions through the use of advanced techniques and the extension or modification of standard practices. Oversees process change by integrating new processes with existing ones and communicating these changes to impacted business systems teams. Recommends quality improvement efforts.		
Analyst IV	Bachelor's degree or equivalent	Ten

Description	Minimum Education Level	Minimum Years of Experience
Directs complex analyses to include project management, acquisition, business analysis, financial analysis, logistics, systems functional analysis, quality management, organizational planning, scheduling, security, and other business, organizational, or program management disciplines. Resolves important business questions through the use of advanced techniques and the extension or modification of standard practices. Oversees process change by integrating new processes with existing ones and communicating these changes to impacted business systems teams. Recommends quality improvement efforts.		
Analyst V	Bachelor's degree or equivalent	Twelve
Directs complex analyses to include project management, acquisition, business analysis, financial analysis, logistics, systems functional analysis, quality management, organizational planning, scheduling, security, and other business, organizational, or program management disciplines. Resolves important business questions through the use of advanced techniques and the extension or modification of standard practices. Oversees process change by integrating new processes with existing ones and communicating these changes to impacted business systems teams. Recommends quality improvement efforts.		
Configuration/Data Management Specialist I	Bachelor's degree or equivalent	One
Assists in analyzing engineering change proposals, design reviews, audits, scheduling, and budgeting. Assists in the development and implementation of computer-based configuration, data management systems and electronic data systems, and electronic data support. Develops and designs configuration/data management documentation. Monitors contractors, subcontractors, and vendors to ensure standards and requirements are being met. Performs at an entry-level or development level assignments. Works under direct supervision of a Project Manager, Project Lead, or Technical Lead.		
Configuration/Data Management Specialist II	Bachelor's degree or equivalent	Four
Analyzes engineering change proposals, design reviews, audits, scheduling, and budgeting. Assists in the development and implementation of computer-based configuration, data management systems and electronic data systems, and electronic data support. Develops and designs configuration/data management documentation. Monitors contractors, subcontractors, and vendors to ensure standards and requirements are being met. Identifies requirements and the development and implementation of computer-based configuration, data management systems, and electronic data systems. Works under general supervision of a Project Manager or Lead, and is able to act in their behalf when authorized.		
Configuration/Data Management Specialist III	Bachelor's degree or equivalent	Eight
Analyzes engineering change proposals, design reviews, audits, scheduling, and budgeting. Assists in the development and implementation of computer-based configuration, data management systems and electronic data systems, and electronic data support. Develops and designs configuration/data management documentation. Monitors contractors, subcontractors, and vendors to ensure standards and requirements are being met. Identifies requirements and the development and implementation of computer-based configuration, data management systems, and electronic data systems Develops and implements new processes.		
Cyber Security Specialist I	Associate's degree or equivalent	One

Description	Minimum Education Level	Minimum Years of Experience
Assists with the development and implementation of information assurance (IA), and security standards and procedures. Coordinates, develops, and evaluates security programs for an organization. Performs analysis, design, and development of security features. Analyzes general information assurance-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of systems and applications during all phases of the system development life cycle. Performs at an entry-level or development level assignments. Assists in the coordination of joint strategic and operational planning and execution of joint fires, targeting, capability pairing, and threat mitigation in support of Cyber Mission Force and other operations. Works under direct supervision of a Project Manager, Project Lead, or Technical Lead.		
Cyber Security Specialist II	Associate's degree or equivalent	Two
Assists with the development and implementation of information assurance (IA), and security standards and procedures. Coordinates, develops, and evaluates security programs for an organization. Performs analysis, design, and development of security features. Analyzes and defines security requirements systems. Analyzes general information assurance-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of systems and applications during all phases of the system development life cycle. Assists in the coordination of joint strategic and operational planning and execution of joint fires, targeting, capability pairing, and threat mitigation in support of Cyber Mission Force and other operations. Works under general supervision of a Project Manager or Lead, and is able to act in their behalf when authorized.		
Cyber Security Specialist III	Bachelor's degree or equivalent	Five
Develops and implements information assurance (IA), and security standards and procedures. Coordinates, develops, and evaluates security programs for an organization. Recommends IA and security requirements. Supports customers in development and implementation of doctrine and policies. Performs analysis, design, and development of security features. Analyzes and defines security requirements systems. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the security solutions. 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 during all phases of the system development life cycle. Assists in the coordination of joint strategic and operational planning and execution of joint fires, targeting, capability pairing, and threat mitigation in support of Cyber Mission Force and other operations. Senior level personnel with a high degree of experience and knowledge in security disciplines.		
Cyber Security Specialist IV	Bachelor's degree or equivalent	Eight
Develops and implements information assurance (IA), and security standards and procedures. Coordinates, develops, and evaluates security programs for an organization. Recommends IA and security requirements. Supports customers in development and implementation of doctrine and policies. Performs analysis, design, and development of security features. Analyzes and defines security requirements systems. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the security solutions. 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 during all phases of the system development life cycle. Assists		

Description	Minimum Education Level	Minimum Years of Experience
in the coordination of joint strategic and operational planning and execution of joint fires, targeting, capability pairing, and threat mitigation in support of Cyber Mission Force and other operations. Senior level personnel with a high degree of experience and knowledge in security disciplines.		
Cyber Security Specialist V	Bachelor's degree or equivalent	Ten
Develops and implements information assurance (IA), and security standards and procedures. Coordinates, develops, and evaluates security programs for an organization. Recommends IA and security requirements. Supports customers in development and implementation of doctrine and policies. Performs analysis, design, and development of security features. Analyzes and defines security requirements systems. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the security solutions. 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 during all phases of the system development life cycle. Assists in the coordination of joint strategic and operational planning and execution of joint fires, targeting, capability pairing, and threat mitigation in support of Cyber Mission Force and other operations. Senior level personnel with a high degree of experience and knowledge in security disciplines.		
Cyber Security Specialist VI	Bachelor's degree or equivalent	Twelve
Develops and implements information assurance (IA), and security standards and procedures. Coordinates, develops, and evaluates security programs for an organization. Recommends IA and security requirements. Supports customers in development and implementation of doctrine and policies. Performs analysis, design, and development of security features. Analyzes and defines security requirements systems. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the security solutions. 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 during all phases of the system development life cycle. Assists in the coordination of joint strategic and operational planning and execution of joint fires, targeting, capability pairing, and threat mitigation in support of Cyber Mission Force and other operations. Senior level personnel with a high degree of experience and knowledge in security disciplines.		
Engineer I	Bachelor's degree	One
As participants in larger projects, they generally provide engineering solutions to a variety of difficult or complex problems. Perform a substantial portion of routine engineering tasks under on-going projects, demonstrating a broad knowledge of standard engineering principles and associated disciplines. Performs at an entry-level or development level assignments. Works under direct supervision of a Project Manager, Project Lead, or Technical Lead.		
Engineer II	Bachelor's degree	Two
Established practitioner of their engineering discipline and is typically assigned independent projects. Oversees others as they work with users to identify, define and validate system requirements. Experienced with and detailed knowledge of systems engineering standards, concepts, and practices. Engineering disciplines include but are not limited to electronics, aeronautics, human factors, logistics, producibility, manufacturing product assurance, physical and environmental safety, high altitude and space weather, civil engineering, test and evaluation, structural/materials analyses and acquisition. Works under general supervision of a Project Manager or Lead, and is able to act in their behalf when authorized.		

Description	Minimum Education Level	Minimum Years of Experience
Engineer III	Bachelor's degree	Five
Are typically assigned as leader for projects of substantial size and importance or are recognized individual technical contributors. Established practitioner of one or more engineering disciplines recognized by both peers and external community for accomplishments and contributions in their discipline. These disciplines include but are not limited to electronics, aeronautics, human factors, logistics, producibility, manufacturing product assurance, physical and environmental safety, high altitude and space weather, civil engineering, test and evaluation, structural/materials analyses and acquisition.		
Engineer IV	Bachelor's degree	Eight
Oversees the performance of one or more significant projects which may encompass multiple engineering disciplines. Senior level engineer with a high degree of experience and knowledge in engineering disciplines. As a technical leader in their field of expertise, they serve as an advisor for large programs of significant importance. Recognized by peers inside and outside the organization as significant contributors to engineering/scientific disciplines including but not limited to: electronic, electrical, aeronautical, environmental, mechanical, reliability, maintainability, acquisition, manufacturing, human factors, safety, prototype and production test, civil and structures. Works independently under minimal direction. Top level technical expert in one or more highly specialized area. Provides leadership on complex projects. Responsible for directing and monitoring the work of team members. Deals with top level in customer organization		
Engineer V	Bachelor's degree	Ten
Oversees the performance of one or more significant projects which may encompass multiple engineering disciplines. Senior level engineer with a high degree of experience and knowledge in engineering disciplines. As a technical leader in their field of expertise, they serve as an advisor for large programs of significant importance. Recognized by peers inside and outside the organization as significant contributors to engineering/scientific disciplines including but not limited to: electronic, electrical, aeronautical, environmental, mechanical, reliability, maintainability, acquisition, manufacturing, human factors, safety, prototype and production test, civil and structures. Works independently under minimal direction. Top level technical expert in one or more highly specialized area. Provides leadership on complex projects. Responsible for directing and monitoring the work of team members. Deals with top level in customer organization		
Engineer VI	Bachelor's degree	Twelve
Oversees the performance of one or more significant projects which may encompass multiple engineering disciplines. Senior level engineer with a high degree of experience and knowledge in engineering disciplines. As a technical leader in their field of expertise, they serve as an advisor for large programs of significant importance, and is recognized as a professional authority. Recognized by peers inside and outside the organization as significant contributors to engineering/scientific disciplines including but not limited to: electronic, electrical, aeronautical, environmental, mechanical, reliability, maintainability, acquisition, manufacturing, human factors, safety, prototype and production test, civil and structures. Works independently under minimal direction. Top level technical expert in one or more highly specialized area. Provides leadership on complex projects. Responsible for directing and monitoring the work of team members. Deals with top level in customer organization		
Engineer VII	Bachelor's degree	Fifteen
Oversees the performance of one or more significant projects which may encompass multiple engineering disciplines. Senior level engineer with a high degree of experience and knowledge in engineering disciplines.		

Description	Minimum Education Level	Minimum Years of Experience
As a technical leader in their field of expertise, they serve as an advisor for large programs of significant importance. Recognized by peers inside and outside the organization as significant contributors to engineering/scientific disciplines including but not limited to: electronic, electrical, aeronautical, environmental, mechanical, reliability, maintainability, acquisition, manufacturing, human factors, safety, prototype and production test, civil and structures. Works independently under minimal direction. Top level technical expert in one or more highly specialized area. Provides leadership on complex projects. Responsible for directing and monitoring the work of team members. Deals with top level in customer organization		
Facilitator/Trainer I	Bachelor's degree or equivalent	Two
Assist in the planning, scheduling, coordination, setup, and conducting of facilitation activities host organization/personnel and attending organizations/personnel. This includes setup and operation of audio/visual equipment/devices and computer equipment. Assist facilitator to ensure agency, attendees list, minutes, and resulting action items are documented for the record.		
Facilitator/Trainer II	Bachelor's degree or equivalent	Five
Provide training, facilitation, and related decision support services group training sessions, collaboration efforts, and working groups or integrated product, process or self-directed teams. Support the planning, scheduling, coordination, setup and conducting of facilitation activities with host/organization/personnel and attending organizations/personnel. Establishes site location, setup of audio/visual equipment/devices and computer equipment.		
Facilitator/Trainer III	Bachelor's degree or equivalent	Eight
Provide training, facilitation, and related decision support services group training sessions, collaboration efforts, and working groups or integrated product, process or self-directed teams. Support the planning, scheduling, coordination, setup and conducting of facilitation activities with host/organization/personnel and attending organizations/personnel. Establishes site location, setup of audio/visual equipment/devices and computer equipment.		
IT Specialist I	Bachelor's degree or equivalent	One
Applies knowledge and experience in supporting information technology activities. Provides requirements, data, design, planning, build, implementation, execution, and analysis for program/project life cycle. Designs, operates, and/or maintains technology products; and provides services related to software, hardware, databases, web resources, networks, and enterprise systems. Performs network management, software development and database administration. Performs at an entry-level or development level assignments. Works under direct supervision of a Project Manager, Project Lead, or Technical Lead.		
IT Specialist II	Bachelor's degree or equivalent	Four
Applies knowledge and experience in supporting information technology activities. Provides requirements, data, design, planning, build, implementation, execution, and analysis for program/project life cycle. Designs, operates, and/or maintains technology products; and provides services related to software, hardware, databases, web resources, networks, and enterprise systems. Performs network management, software development and database administration.		
IT Specialist III	Bachelor's degree or equivalent	Seven

Description	Minimum Education Level	Minimum Years of Experience
Applies knowledge and experience in supporting information technology activities. Provides requirements, data, design, planning, build, implementation, execution, and analysis for program/project life cycle. Designs, operates, and/or maintains technology products; and provides services related to software, hardware, databases, web resources, networks, and enterprise systems. Performs network management, software development and database administration.		
Logistician I	Bachelor's degree or equivalent	One
Provides life cycle logistics support to include technical and management discipline associated with the design, development, test, production, fielding, sustainment, and improvement/modification of systems. Evaluates, selects, and applies standard logistics engineering techniques, procedures, and criterial; makes adaptation and modifications. Analyzes and/or evaluates the results of an analysis, using techniques prescribed by senior engineers or supervisors. Works under direct supervision of a Project Manager, Project Lead, or Technical Lead.		
Logistician II	Bachelor's degree or equivalent	Five
Provides life cycle logistics support to include technical and management discipline associated with the design, development, test, production, fielding, sustainment, and improvement/modification of systems. Applies logistics engineering techniques and procedures to analyze and evaluate specific problem, data, or other features of the work which are broad in scope and complexity. Reviews and evaluates the quantity, quality, and overall adequacy of results and conclusions drawn from accomplishment of engineering tasks. Devises new approaches to problems encountered. Operates with general instructions; selected portions of work will be reviewed in detail to measure adequacy of approach, execution, and presentation.		
Program Manager I	Bachelor's degree or equivalent	Five
Responsible for the direction of a program or a particular function which may involve a single or several customer locations. Directs the efforts of administrative and professional support staff in carrying out the tasks necessary to meet the customer's requirements. Must have demonstrated capabilities for oral and written communications. Must have working knowledge of the areas for which responsibility is given. Meets with customer and contractor personnel to develop and review program plans, schedules, assignments, costs, etc. Ensures conformance with schedules and costs.		
Program Manager II	Bachelor's degree or equivalent	Eight
Responsible for the direction of a complex program or a particular function which may involve a single or several customer locations. Directs the efforts of a number of administrative and professional support staff in carrying out the tasks necessary to meet the customer's requirements. Must have demonstrated capabilities for oral and written communications with staff and management levels. Must have excellent knowledge of the areas for which responsibility is given. Meets with customer and contractor personnel to develop and review program plans, schedules, assignments, costs, etc. Ensures conformance with schedules and costs.		
Subject Matter Expert I	Bachelor's degree or equivalent	Five
Coordinates and manages the preparation of analysis, requirements, systems design, evaluations, and recommendations for proper implementation of programs and systems specifications in one or more of the specialized areas.		

Description	Minimum Education Level	Minimum Years of Experience
Subject Matter Expert II	Bachelor's degree or equivalent	Eight
Provides technical, managerial, and administrative direction for problem definition, analysis, requirements development and implementation for complex systems in the subject matter area.		
Subject Matter Expert III	Bachelor's degree or equivalent	Ten
Provides technical, managerial, and administrative direction for problem definition, analysis, requirements development and implementation for complex to extremely complex systems in the subject matter area. Makes recommendations and advises on organization-wide system improvements, requirements, systems design, optimization, or sustainment efforts in one or more specialized areas.		
Subject Matter Expert IV	Bachelor's degree or equivalent	Twelve
Provides technical, managerial, and administrative direction for problem definition, analysis, requirements development and implementation for extremely complex systems in the subject matter area. Makes recommendations and advises on organization or enterprise-wide system improvements, requirements, systems design, optimization, or sustainment efforts in one or more specialized areas.		
Subject Matter Expert V	Bachelor's degree or equivalent	Fifteen
Provides technical, managerial, and administrative direction for problem definition, analysis, requirements development and implementation for extremely complex systems in the subject matter area. Makes recommendations and advises on organization or enterprise-wide system improvements, requirements, systems design, optimization, or sustainment efforts in one or more specialized areas.		
Systems Architect I	Bachelor's degree or equivalent	Two
Assists in the development and implementation of policies and procedures to ensure that systems support the organization's business requirements and meet the needs of end users. Defines systems requirements based on user/client needs, cost, and required integration with existing applications, systems, or platforms. Defines technical standards and functionality tests. May develop specifications, prototypes, or initial user guides. Performs at an entry-level or development level assignments. Works under direct supervision of a Project Manager, Project Lead, or Technical Lead.		
Systems Architect II	Bachelor's degree or equivalent	Five
Develops and implements policies and procedures to ensure that systems support the organization's business requirements and meet the needs of end users. Defines systems requirements based on user/client needs, cost, and required integration with existing applications, systems, or platforms. Defines technical standards and functionality tests. May develop specifications, prototypes, or initial user guides. Works under general supervision of a Project Manager or Lead, and is able to act in their behalf when authorized.		
Systems Architect III	Bachelor's degree or equivalent	Eight
Develops and implements policies and procedures to ensure that systems support the organization's business requirements and meet the needs of end users. Defines systems requirements based on user/client needs, cost, and required integration with existing applications, systems, or platforms. Defines technical standards and functionality tests. May develop specifications, prototypes, or initial user guides. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Leads and directs the work of others.		
Systems Architect IV	Bachelor's degree or equivalent	Ten

Description	Minimum Education Level	Minimum Years of Experience
Develops and implements policies and procedures to ensure that systems support the organization's business requirements and meet the needs of end users. Defines systems requirements based on user/client needs, cost, and required integration with existing applications, systems, or platforms. Defines technical standards and functionality tests. May develop specifications, prototypes, or initial user guides. May provide consultation on complex projects and is considered to be the top level contributor/specialist.		
Task Lead	Bachelor's degree or equivalent	Five
Responsible for the direction of a complex program or a particular function which may involve a single or several customer locations. Provides support to the Program Manager, and directs the efforts of a number of administrative and professional support staff in carrying out the tasks necessary to meet the customer's requirements. Must have demonstrated capabilities for oral and written communications with staff and management levels. Must have excellent knowledge of the areas for which responsibility is given. Meets with customer and contractor personnel to develop and review program plans, schedules, assignments, costs, etc. Ensures conformance with schedules and costs.		
Technical Writer I	Bachelor's degree or equivalent	One
Assists with the development, writing, revising, and editing of reports, articles, manuals, specifications, presentation materials, illustration, and other technical and non-technical documents, publications, etc. Uses rough outlines and resource materials and interprets information obtained through research or provided by experts. Monitors document completion throughout the writing process to final format.		
Technical Writer II	Bachelor's degree or equivalent	Five
Develops, writes, revises, and edits reports, articles, manuals, specifications, presentation materials, illustration, and other technical and non-technical documents, publications, etc. Uses rough outlines and resource materials and interprets information obtained through research or provided by experts. Monitors document completion throughout the writing process to final format.		

LABOR CATEGORY DESCRIPTIONS

Oasis Systems, LLC provides a full range of cyber security and information technology security services. Therefore, the following labor category descriptions apply to all IT SINs:

Job Title: Program Manager (101)
Minimum/General Experience: 10 years of experience in IT Systems or Program Management.
Functional Responsibility: Plans, organizes, directs, and monitors all contract activities. Interfaces with clients. Assembles qualified staff to perform tasks. Ensures conformance with specifications and contract provisions. Responsible for meeting technical, cost, and schedule objectives.
Minimum Education: BS or BA degree or four years of additional equivalent experience.

Job Title: Project Manager (102)
Minimum/General Experience: Seven years of experience managing complex IT projects.
Functional Responsibility: Manages IT project teams of multi-disciplined professionals. Organizes and directs planning and execution of tasks. Provides oral and written project reports. Ensures conformance with project/task order provisions. Responsible for meeting project technical and schedule objectives.
Minimum Education: BS or BA degree or four years of additional equivalent experience.

Job Title: Senior Computer Specialist (201)
Minimum/General Experience: Eight years of computer experience, with five years of specialized experience.
Functional Responsibility: Responsible for conducting analysis of cost and technical risk for complex hardware or software conversion, upgrades, or efficiency improvements. Makes written recommendations and supervises implementation efforts.
Minimum Education: BS or BA degree or four years of additional equivalent experience in a related field.

Job Title: Computer Specialist (202)
Minimum/General Experience: Four years of computer experience, with two years of specialized experience.
Functional Responsibility: Responsible for conducting analysis of cost and technical risk for hardware or software conversion, upgrades, or efficiency improvements. Makes written recommendations and supervises their implementation.
Minimum Education: BS or BA degree or four years of additional equivalent experience in a related field.

Job Title: Senior Computer Systems Analyst (203)
Minimum/General Experience: Eight years computer related experience on complex application problems. Five years specialized experience with use of programming languages, and in analysis and design of computer systems, LAN based systems, database management systems, and storage and retrieval systems.
Functional Responsibility: Provides direction for personnel performing software development tasks. Responsible for performing review and approval of task products/deliverables. Insures adherence to design specifications and standards, prepares program management information. Prepares and presents concepts and plans to clients, management, and staff.
Minimum Education: BS or BA degree or four years of additional equivalent experience in a related field.

Job Title: Computer Systems Analyst (204)
Minimum/General Experience: Five years of computer experience in information systems design. Three years of experience in analysis and design of computer systems, storage and retrieval systems, database management systems, use of programming languages, and formulating specifications for programmers.
Functional Responsibility: Responsible for analyzing and developing software for engineering and business applications including development of requirements, specifications, alternative solutions, and plans for ADP systems.
Minimum Education: BS or BA degree or four years of additional equivalent experience in a related field.

Job Title: Junior Computer Systems Analyst (205)
Minimum/General Experience: Two years of supervised experience with design and programming computers or LAN based systems.
Functional Responsibility: Develop requirements or specifications and assists senior computer systems analyst with system testing.
Minimum Education: BS or BA degree or four years of additional equivalent experience in a related field.

Job Title: Senior Programmer (206)
Minimum/General Experience: Eight years programming experience for software development and maintenance. Five years of experience with ADP systems analysis and programming.
Functional Responsibility: Uses assorted equipment, language, and technology to analyze requirements and develop solutions for technical and business applications. Verifies accuracy and completeness of programming by performing thorough tests with actual or simulated data.

Minimum Education: BS or BA degree or four years of additional equivalent experience in a related field.

Job Title: Programmer (207)

Minimum/General Experience: Five years programming experience for software development and maintenance. Two years of experience with ADP systems analysis and programming.
Functional Responsibility: Uses assorted equipment, language, and technology to analyze requirements and develop solutions for technical and business applications.
Minimum Education: BS or BA degree or four years of additional equivalent experience in a related field.

Job Title: Senior Systems Engineer (301)

Minimum/General Experience: Eight years of experience in systems engineering with three years of experience supervising system engineers using interactive, interpretive systems with online, real-time acquisition capability.
Functional Responsibility: Responsible for analyzing information system requirements, and evaluating workflow, organization, and plans in development and implementation of proposed solutions. May supervise technical staff.
Minimum Education: BS or BA degree or four years of additional equivalent experience in a related field.

Job Title: Systems Engineer (302)

Minimum/General Experience: Five years of experience in systems engineering with two years of experience using interactive, interpretive systems with online, real-time acquisition capability.
Functional Responsibility: Responsible for analyzing information system requirements, and evaluating workflow, organization, and plans in development and implementation of proposed solutions.
Minimum Education: BS or BA degree or four years of additional equivalent experience in a related field.

Job Title: Senior Engineer (305)

Minimum/General Experience: Eight years engineering experience with system design, integration, and testing.
Functional Responsibility: Responsible for performing senior level engineering or ADP tasks in the broad areas of telecommunications, electronics, networking, electrical engineering, mechanical engineering, civil engineering or software engineering. Must translate mission requirements and IT problems into solutions employing current equipment and software. Must define interaction and interface between varying engineering disciplines. Devises tests to evaluate, troubleshoot and check systems and components. Performs complex analysis and design tasks and provides documentation. Designs systems utilizing CAD or CAE tools following relevant industry practice and standards. May lead major task areas.
Minimum Education: BS Degree in Engineering.

Job Title: Engineer (306)

Minimum/General Experience: Five years engineering experience with system design, integration, and testing.
Functional Responsibility: Responsible for translating mission requirements and IT problems into solutions employing current equipment and software. Must define interaction and interface between varying engineering disciplines. Performs tests to evaluate, troubleshoot and check systems and components. Performs complex analysis and design tasks and provides documentation. Designs systems utilizing CAD or CAE tools following relevant industry practice and standards.
Minimum Education: BS Degree in Engineering.

Job Title: Junior Engineer (307)

Minimum/General Experience: Two years engineering experience with system design, integration, and

testing.

Functional Responsibility: Responsible for defining interaction and interface between varying engineering disciplines, using current equipment and software. Conducts tests to evaluate, troubleshoot and check systems and components. Performs analysis and design tasks and provides documentation. Designs systems utilizing CAD or CAE tools following relevant industry practice and standards.
Minimum Education: BS Degree in Engineering.

Job Title: Senior Test Engineer (308)
Minimum/General Experience: Eight years experience planning, organizing, and directing complex systems tests.
Functional Responsibility: Responsible for developing test planning documentation for IT systems. Evaluates suitability of test facilities, data acquisition plans, and test scenarios to accomplish test objectives. Direct tests in accordance with approved test plans.
Minimum Education: BS Degree in Engineering.

Job Title: Test Engineer (309)
Minimum/General Experience: Five years experience planning, organizing, and directing systems tests.
Functional Responsibility: Responsible for contributing to the development of test planning documentation for IT systems. Evaluates suitability of test facilities, data acquisition plans, and test scenarios to accomplish test objectives. Conduct tests in accordance with approved test plans.
Minimum Education: BS Degree in Engineering.

Job Title: Senior Field Engineer (311)
Minimum/General Experience: Eight years of experience with a wide range of tasks involving mechanical, electronic, electrical, and computer systems.
Functional Responsibility: Responsibility for performing systems and equipment installation, testing, inspection, modification, maintenance, operation, training, and documentation. Compiles, validates, and verifies the accuracy of a variety of technical documents and drawings.
Minimum Education: Associates technical degree or two years of additional experience.

Job Title: Field Engineer (312)
Minimum/General Experience: Five years of experience with a wide range of tasks involving mechanical, electronic, electrical, and computer systems.
Functional Responsibility: Responsibility for supporting systems and equipment installation, testing, inspection, modification, maintenance, operation, training, and documentation. Compiles and reviews the accuracy of a variety of technical documents and drawings.
Minimum Education: Associate Technical degree or two years additional experience.

Job Title: Network Installation Technician (401)
Minimum/General Experience: Five years of experience performing analysis, design, and installation of local and wide area networks, and installation of communication systems. Familiar with network configurations and topologies, TCP/IP, frame relay, bridges, and routers. Supervises other technicians.
Functional Responsibility: Responsible for organizing and directing network installations and site surveys. Assesses and documents existing site configuration. Leads preparation of engineering plans and installation documents. Prepares test reports. Coordinates maintenance support.
Minimum Education: Associate Technical degree or two years additional experience.

Job Title: Network Specialist (403)
Minimum/General Experience: Five years of experience in analysis, design, development, and testing LAN

application solutions.

Functional Responsibility: Responsible for analyzing, evaluating, and developing cost effective LAN application solutions that optimize resources and technology available to meet requirements. Determines network performance, evaluates and diagnoses network performance issues, recommending changes to improve network performance.

Minimum Education: BS or BA degree or four years of additional equivalent experience in a related field.

Job Title: Help Desk Manager (404)

Minimum/General Experience: Five years of experience managing help desks in a multiserver environment. Knowledge of PC operating systems, networking, and mail standards. Experience supervising help desk staff.

Functional Responsibility: Responsible for the daily supervision of help desk staff. Recruits and trains staff, schedules help desk coverage, analyzes operational performance, and recommends improvements.

Minimum Education: BS or BA degree or four years of additional equivalent experience in a related field.

Job Title: Help Desk Specialist (405)

Minimum/General Experience: Two years of experience working on help desks and with PC operating systems, networking, and mail standards. Ability to communicate with customers orally and in writing.

Functional Responsibility: Responsible for providing phone and in-person support to users of e-mail, directories, and windows desktop applications. Serves as the initial point of contact for solving network application problems, hardware and software problems, and printer problems.

Minimum Education: BS or BA degree or four years of additional equivalent experience in a related field.

Job Title: Computer Operator (406)

Minimum/General Experience: Two years of operating computer systems.

Functional Responsibility: Responsible for monitoring and controlling a computer by operating the central console or online terminal. Assists in determining equipment settings and operating instructions.

Minimum Education: High School graduate.

Job Title: Computer System Administrator (407)

Minimum/General Experience: Two years of experience in administrating UNIX or open systems-compliant systems.

Functional Responsibility: Responsible for monitoring and administering the various business systems and keeps system information documented and up to date. Establishes and maintains system users, user environment, directories, and security. Responds to user needs and questions concerning access to system resources.

Minimum Education: Associates Degree or 2 years of additional experience.

Job Title: LAN / WAN Integrator (409)

Minimum/General Experience: Five years network experience with five years of experience with integration and upgrades of networks.

Functional Responsibility: Responsible for the technical architecture and LAN/WAN recommendations with respect to improvements, upgrades, and network security. Evaluates hardware and software available and makes purchase recommendations.

Minimum Education: Associate Technical degree or two years additional experience.

Job Title: CAD Designer (504)

Minimum/General Experience: Two years of experience designing electrical and mechanical products in support of IT systems. Four years of experience with CAD software. Experienced with drafting standards, symbols and procedures.

Functional Responsibility: Responsible for supporting engineers in the design process. Selects equipment and materials from commercially available sources. Develops design drawings and sketches using current version of CAD software. Reviews and signs off as checker for completed drawings prepared by CAD draftsman.
Minimum Education: Associate Technical degree or two years additional experience.

Job Title: Senior Data Technician (510)
Minimum/General Experience: Five years of data processing and scientifically oriented experience. Must possess skill in the preparation of graphs, charts and text data for visual presentations. A basic knowledge of graphic equipment, graphic software, file formats and graphic terms is required.
Functional Responsibility: Responsible for training Data Technicians and serves as the first line working shift supervisor; responsible for quality control of the digitization products. Performs various functions supporting the operation of an ADP installation including scheduling operations, data review and preparation, tape library control, distribution of ADP system reports, etc. Duties include recommending various methods of portraying ideas and the design, layout, and generation of a variety of graphical presentation products from rough drafts or outlines, which are performed using complex automated color graphic equipment and PC software packages.
Minimum Education: High School Diploma.

Job Title: Junior Data Technician (512) Minimum/General Experience: Entry level position.
Functional Responsibility: Assists senior data technician as required.
Minimum Education: High School Diploma.

Job Title: Quality Assurance Analyst (601)
Minimum/General Experience: Five years of experience with quality control methods and two years of experience in software testing, and system life cycles.
Functional Responsibility: Responsible for developing Quality Assurance Plans. Implements procedures to ensure that all information systems products and services meet company standards and user requirements and ensures that test software tests adequately to ensure proper operation and freedom from defects. Performs workflow analysis and recommends quality improvements.
Minimum Education: BS or BA degree or 4 years of additional equivalent experience in a related field.

Job Title: Senior Systems Security Analyst (702)
Minimum/General Experience: Six years IT experience, with four years specialized experience in design and implementation of security standards and procedures across multiple IT platforms.
Functional Responsibility: Responsible for the design and implementation of computer systems security across multiple IT platforms, including: Mainframe, Client Server and Web-based systems. Possesses an understanding of capabilities associated with the security monitoring products across all IT platforms. Ensures that policies reflect current standards in place including FISMA and other industry standards. Monitors compliance and conducts periodic reviews of policies.
Minimum Education: BA/BS degree or five years of additional equivalent experience in engineering, information systems, computer science or related fields.

LABOR CATEGORY SUBSTITUTIONS

Labor Category	Min Edu	Min Exp	PhD	Masters	Bachelors	Associate	High School
Administrative Specialist I**	High School	1	0	0	0	0	
Administrative Specialist II**	High School	5	0	0	1	3	
Administrative Specialist III**	High School	8	0	2	4	6	
Analyst I	Associates	1	0	0	0		3
Analyst II	Associates	4	0	0	2		6
Analyst III	Bachelors	7	3	5		9	11
Analyst IV	Bachelors	10	6	8		12	14
Analyst V	Bachelors	12	8	10		14	16
Configuration/ Data Management Specialist I	Bachelors	1	0	0		3	5
Configuration/ Data Management Specialist II	Bachelors	4	0	2		6	8
Configuration/ Data Management Specialist III	Bachelors	8	4	6		10	12
Cyber Security Specialist I	Associates	1	0	0	0		3
Cyber Security Specialist II	Associates	2	0	0	0		4
Cyber Security Specialist III	Bachelors	5	1	3		7	9
Cyber Security Specialist IV	Bachelors	8	4	6		10	12
Cyber Security Specialist V	Bachelors	10	6	8		12	14
Cyber Security Specialist VI	Bachelors	12	8	10		14	16
Engineer I	Bachelors	1	0	0		N/A	N/A
Engineer II	Bachelors	2	0	0		N/A	N/A
Engineer III	Bachelors	5	1	3		N/A	N/A
Engineer IV	Bachelors	8	4	6		N/A	N/A
Engineer V	Bachelors	10	6	8		N/A	N/A
Engineer VI	Bachelors	12	8	10		N/A	N/A
Engineer VII	Bachelors	15	11	13		N/A	N/A
Facilitator/Trainer I	Bachelors	2	0	0		4	6
Facilitator/Trainer II	Bachelors	5	1	3		7	9
Facilitator/Trainer III	Bachelors	8	4	6		10	12
IT Specialist I	Bachelors	1	0	0		3	5
IT Specialist II	Bachelors	4	0	2		6	9
IT Specialist III	Bachelors	7	3	5		9	11
Logistician I	Bachelors	1	0	0		3	5
Logistician II	Bachelors	5	1	3		7	9
Program Manger I	Bachelors	5	1	3		7	9
Program Manger II	Bachelors	8	4	6		10	12
Subject Matter Expert I	Bachelors	5	1	3		7	9

Labor Category	Min Edu	Min Exp	PhD	Masters	Bachelors	Associate	High School
Subject Matter Expert II	Bachelors	8	4	6		10	12
Subject Matter Expert III	Bachelors	10	6	8		12	14
Subject Matter Expert IV	Bachelors	12	8	10		14	16
Subject Matter Expert V	Bachelors	15	11	13		17	19
Systems Architect I	Bachelors	2	0	0		4	6
Systems Architect II	Bachelors	5	1	3		7	9
Systems Architect III	Bachelors	8	4	6		10	12
Systems Architect IV	Bachelors	10	6	8		12	14
Task Lead	Bachelors	5	1	3		7	9
Technical Writer I	Bachelors	1	0	0		3	5
Technical Writer II	Bachelors	5	1	3		7	9

Labor Category	Min Edu	Min Exp	PhD	Masters	Bachelors	Associate	High School
Program Manager (101)	Bachelors	10	2	6		12	14
Project Manager (102)	Bachelors	7	0	3		9	11
Subject Matter Expert (103)	Bachelors	10	2	6		12	14
Senior Computer Specialist (201)	Bachelors	8	0	4		10	12
Computer Specialist (202)	Bachelors	4	0	0		6	9
Senior Computer Systems Analyst (203)	Bachelors	8	0	4		10	12
Computer Systems Analyst (204)	Bachelors	5	0	1		7	9
Junior Computer Systems Analyst (205)	Bachelors	2	0	0		4	6
Senior Programmer (206)	Bachelors	8	0	4		10	12
Programmer (207)	Bachelors	5	0	1		7	9
Senior Systems Engineer (301)	Bachelors	8	0	4		10	12
Systems Engineer (302)	Bachelors	5	0	1		7	9
Senior Engineer (305)	Bachelors	8	0	4		N/A	N/A
Engineer (306)	Bachelors	5	0	1		N/A	N/A
Junior Engineer (307)	Bachelors	2	0	0		N/A	N/A
Senior Test Engineer (308)	Bachelors	8	0	4		N/A	N/A
Test Engineer (309)	Bachelors	5	0	1		N/A	N/A
Senior Field Engineer (311)	Associates	8	0	2	6		10
Field Engineer (312)	Associates	5	0	0	3		7
Network Installation Technician (401)	Associates	5	0	0	3		7
Network Specialist (403)	Bachelors	5	0	1		7	9
Help Desk Manager (404)	Bachelors	5	0	1		7	9
Help Desk Specialist (405)	Bachelors	2	0	0		4	6
Computer Operator (406)	HS	2	0	0	0	0	

Labor Category	Min Edu	Min Exp	PhD	Masters	Bachelors	Associate	High School
Computer System Administrator (407)	Associates	2	0	0	0		6
Technical Writer (501)	Associates	0	0	0	0		4
Administrative Assistant (503)	HS	2	0	0	0	0	
CAD Designer (504)	Associates	2	0	0	0		6
Senior Data Technician (510)	HS	5	0	0	1	3	
Junior Data Technician (512)	HS	0	0	0	0	0	
Quality Assurance Analyst (601)	Bachelors	5	0	1		7	9
Senior Systems Architect (701)	Bachelors	12	4	8		14	16
Senior Systems Security Analyst (702)	Bachelors	6	0	2		8	10