



COMMERCIAL PRICELIST

OmniSolve Inc. A Woman-Owned Small Business

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Pricelist Effective Date: January 01, 2023

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OMNISOLVE COMMERCIAL PRICELIST as of January 1, 2023

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities		Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	Program Manager II	Minimum of 10 years of specialized experience which applies to systems development life cycle project planning, management, and control. Requires competence in all phases of systems development life cycle and project management concepts and methods.	Responsible for the full life cycle development of applications including complex deployments requiring multi-cross functional team management. Exercises analytical techniques when gathering information from users, defining work problems, and developing procedures to resolve the problems. Provides support for structured analysis techniques. Manages large teams in cross project integration support, quality assurance services, implementation, and deployment. Provides management oversight of team members, scope of project, risk management, and issues management. Attends formal reviews of team work products to ensure completeness and correctness. Develops, manages, and maintains project plan, project scope, risk assessment, and budget.	E11	\$215.22	\$223.83
54151S	Program Manager I	Minimum of 9 years of specialized experience which applies to systems development life cycle project planning, management, and control. Requires competence in all phases of systems development life cycle and project management concepts and methods.	Responsible for the full life cycle development of applications including deployments requiring multicross functional team management. Exercises analytical techniques when gathering information from users, defining work problems, and developing procedures to resolve the problems. Provides support for structured analysis techniques. Manages small to midsize teams in project integration support, quality assurance services, implementation, and deployment. Provides management oversight of team members, scope of project, risk management, and issues management. Attends formal reviews of team work products to ensure completeness and correctness. Develops, manages, and maintains project plan, project scope, risk assessment, and budget.	E10	\$177.36	\$184.45

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities	Grade Level	Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	Project Manager III	Minimum of 9 years of specialized experience which applies to systems development life cycle project planning, management, and control. Requires competence in all phases of systems development life cycle and project management concepts and methods.	Responsible for the full life cycle development of applications including complex deployments requiring multi-cross functional team management. Exercises analytical techniques when gathering information from users, defining work problems, and developing procedures to resolve the problems. Provides support for structured analysis techniques. Manages large teams in cross project integration support, quality assurance services, implementation, and deployment. Provides management oversight of team members, scope of project, risk management, and issues management. Attends formal reviews of team work products to ensure completeness and correctness. Develops, manages, and maintains project plan, project scope, risk assessment, and budget. Has received Project Management certification.	E10	\$199.45	\$207.43
54151S	Project Manager II	Minimum of 8 years of specialized experience which applies to systems development life cycle project planning, management, and control. Requires competence in all phases of systems development life cycle and project management concepts and methods.	Responsible for the full life cycle development of applications including complex deployments requiring multi-cross functional team management. Exercises analytical techniques when gathering information from users, defining work problems, and developing procedures to resolve the problems. Provides support for structured analysis techniques. Leads teams in cross project integration support, quality assurance services, implementation, and deployment. Provides day to day management and oversight of team members, scope of project, risk management, and issues tracking. Attends formal reviews of team work products to ensure completeness and correctness. Schedules and ensures completion of structured walkthrough of deliverables. Develops, manages, and maintains project plan, project scope, risk assessment, and budget.	E 9	\$189.89	\$197.48

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities		Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	Project Manager I	Minimum of 6 years of specialized experience which applies to systems development life cycle project planning, management, and control. Requires competence in all phases of systems development life cycle and project management concepts and methods.	Responsible for the full life cycle development of applications. Exercises analytical techniques when gathering information from users, defining work problems, and developing procedures to resolve the problems. Provides support for structured analysis techniques. Participates in cross project integration support and quality assurance services. Provides day to day management and oversight of team members and scope of project. Attends formal reviews of team work products for completeness and correctness. Schedules and ensures completion of structured walkthrough of deliverables. Develops, manages, and maintains project plan, project scope, risk assessment, and budget.	E8	\$158.25	\$164.58
54151S	Associate Project Manager	Minimum of 4 years of specialized experience which applies to systems development life cycle project planning, management, and control. Requires competence in all phases of systems development life cycle and project management concepts and methods.	Responsible for the full life cycle development of applications. Exercises analytical techniques when gathering information from users, defining work problems, and developing procedures to resolve the problems. Provides support for structured analysis techniques. Participates in cross project integration support and quality assurance reviews. Provides oversight of team members, scope of project, and project status. Attends formal reviews of team work products for completeness and correctness. Schedules and ensures completion of structured walkthrough of deliverables. Develops, manages, and maintains project plan, project scope, risk assessment, and budget.	E 7	\$132.94	\$138.25

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities			Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	Team Leader	Minimum of 2 years of specialized experience which applies to systems development life cycle, task scheduling and planning, and leadership of small to medium size team. Demonstrates competence in all phases of systems development life cycle and task	Responsible aspects of the full life cycle development of applications. Exercises analytical techniques when gathering information from users, defining work problems, and developing procedures to resolve the problems. Provides support for structured analysis techniques. Participates in cross project integration support and quality assurance reviews. Performs a lead role of team members, project schedule and project status. Attends formal reviews of team work products for completeness and correctness. Schedules and ensures completion of structured walkthrough of deliverables. Develops, manages, and maintains task plan and scope.	E 6	\$102.65	\$106.75
		Minimum of 8 years of specialized experience which applies to systems development life cycle project planning, management, and control. Requires competence in all phases of systems development life cycle and project	Responsible for the full life cycle development of applications and providing technical expertise and assistance to analysts, architects and developers. Responsibilities include overseeing complex deployments requiring multi-cross functional team management. Exercises analytical techniques when gathering information from users, defining work problems, and developing procedures to resolve the problems. Provides support for structured analysis techniques. Leads teams in cross project integration support, quality assurance services, implementation, and deployment. Provides day to day management and oversight of team members, scope of project, risk management, and issues tracking. Attends formal reviews of team work products to ensure completeness and correctness. Schedules and ensures completion of structured walkthrough of deliverables. Develops, manages, and maintains project plan, project scope, risk assessment, and budget.	E 9	\$205.48	\$213.70

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities	Grade Level	Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	Technical Project Manager I	Minimum of 6 years of specialized experience which applies to systems development life cycle project planning, management, and control. Requires competence in all phases of systems development life cycle and project management concepts and methods.	Responsible for the full life cycle development of applications and providing technical expertise and assistance to analysts, architects and developers. Exercises analytical techniques when gathering information from users, defining work problems, and developing procedures to resolve the problems. Provides support for structured analysis techniques. Participates in cross project integration support and quality assurance services. Provides day to day management and oversight of team members and scope of project. Attends formal reviews of team work products for completeness and correctness. Schedules and ensures completion of structured walkthrough of deliverables. Develops, manages, and maintains project plan, project scope, risk assessment, and budget.	E8	\$145.38	\$151.20
54151S	Associate Technical Project Manager	experience which applies to systems development life cycle project planning, management, and control. Requires competence in all phases of systems development life cycle and project	Responsible for the full life cycle development of applications and providing technical expertise and assistance to analysts, architects and developers. Exercises analytical techniques when gathering information from users, defining work problems, and developing procedures to resolve the problems. Provides support for structured analysis techniques. Participates in cross project integration support and quality assurance reviews. Provides oversight of team members, scope of project, and project status. Attends formal reviews of team work products for completeness and correctness. Schedules and ensures completion of structured walkthrough of deliverables. Develops, manages, and maintains project plan, project scope, risk assessment, and budget.	E 7	\$112.94	\$117.46

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities	Grade Level	Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
		Minimum of 9 years of specialized experience which applies to full understanding of the systems	Primarily responsible for the translation of business requirements and analysis information into enterprise architecture, technical system designs and the development and deployment of effective application systems based on those technical designs. Develops technical work products and provides technical leadership in enterprise architecture including business, data, application, and technology architectures as well as security and network/infrastructure architectures. Also provides technical leadership in full life cycle system development, system conversion, implementation support, system integration services. Provides support for structured development techniques. May create, modify, and maintain computer software programs. Schedules reviews of work products with the development team and addresses the consistency, maintainability, and reliability of the applications			
54151S		Minimum of 6 years of specialized experience which applies to full understanding of the systems	Primarily responsible for the translation of business requirements and analysis information into technical system designs and the development and deployment of effective application systems based on those technical designs. Develops technical work products and provides technical leadership in full life cycle system development, system conversion, implementation support and system integration services. Provides support for structured development techniques. May create, modify, and maintain computer software programs. Schedules reviews of work products with the development team and addresses the consistency, maintainability, and reliability of the applications	E10	\$183.47	\$190.81
54151S	Sr. Architect		being development.	E8	\$151.92	\$158.00

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities		Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
		Minimum of 4 years of specialized experience which applies to full understanding of the systems	Primarily responsible for the translation of business requirements and analysis information into technical system designs and the development and deployment of effective application systems based on those technical designs. Develops technical work products and provides technical support in full life cycle system development, system conversion, implementation support and system integration services. Provides input on structured development techniques. May create, modify, and maintain computer software programs. Schedules joint reviews of work products with the development team and addresses the consistency, maintainability, and reliability of the applications	E 7		

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities		Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	Software Engineer IV	Minimum of 8 years specialized experience which applies to systems analysis and design techniques for moderately complex computer systems.	Primarily responsible for the translation of business requirements and analysis information into a technical system design and the development and deployment of effective application systems based on those technical designs. Develops technical work products and provides support in full life cycle system development, system conversion, implementation support and system integration services. Provides support for structured development techniques. Creates modifies and maintains computer software programs. Provides installation configuration support and quality assurance services. Reviews other team members' development work products for completeness and correctness. Reviews may be in the form of peer walkthroughs or individual quality assurance reviews. Contributes task estimates to the development effort on the project plan. May formulate development and design standards for the project and be a mentor to other development staff. Proficient in database design, queries, and tuning as well as application software design. Proficient in data, security, application, and infrastructure architecture and can provide support to the architecture team.	E9	\$168.79	\$175.54

Primarily responsible for the translation of business requirements and analysis information into a technical system design and the development and deployment of effective application systems based on those technical designs. Develops technical work products and provides support in full life cycle system development, system conversion, implementation support and system integration services. Provides support for structured development techniques. Creates modifies and maintains computer software programs. Provides installation configuration support and quality assurance services. Reviews other team members' development work products for completeness and correctness. Reviews may be in the form of peer walkthroughs or individual quality assurance reviews. Contributes task estimates to the development effort on the project plan. May formulate development and design standards for the project and be a mentor to other development staff. Proficient in database design, queries, and tuning as well as application software design. May participate and provide support to architecture	SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities		Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S Software Engineer III moderately complex computer systems. Iteam. E7 \$154.44 \$160.62	44540	Coftware Engineer III	Minimum of 4 years specialized experience which applies to systems analysis and design techniques for	requirements and analysis information into a technical system design and the development and deployment of effective application systems based on those technical designs. Develops technical work products and provides support in full life cycle system development, system conversion, implementation support and system integration services. Provides support for structured development techniques. Creates modifies and maintains computer software programs. Provides installation configuration support and quality assurance services. Reviews other team members' development work products for completeness and correctness. Reviews may be in the form of peer walkthroughs or individual quality assurance reviews. Contributes task estimates to the development effort on the project plan. May formulate development and design standards for the project and be a mentor to other development staff. Proficient in database design, queries, and tuning as well as application software design. May participate and provide support to architecture	F-7	Ф4БА 4 А	Φ460.62

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities		Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	Software Engineer II	Minimum of 2 years specialized experience which applies to systems analysis and design techniques for	Primarily responsible for the translation of business requirements and analysis information into a technical system design and the development and deployment of effective application systems based on those technical designs. Develops technical work products and provides support in full life cycle system development, system conversion, implementation support and system integration services. Provides support for structured development techniques. Creates modifies and maintains computer software programs. Provides installation configuration support and quality assurance services. Reviews other team members' development work products for completeness and correctness. Reviews may be in the form of peer walkthroughs or individual quality assurance reviews. Contributes task estimates to the development effort on the project plan. May formulate development and design standards for the project and be a mentor to other development staff. Proficient in database design, queries, and tuning as well as application software design	E6	\$134.55	\$139.93

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities	Grade Level	Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	Software Engineer I	Minimum of 1 year specialized experience which applies to systems analysis and design techniques for moderately complex computer systems.	Primarily responsible for the translation of business requirements and analysis information into a technical system design and the development and deployment of effective application systems based on those technical designs. Develops technical work products and provides support in full life cycle system development, system conversion, implementation support and system integration services. Provides support for structured development techniques. Creates modifies and maintains computer software programs. Provides installation configuration support and quality assurance services. Reviews other team members' development work products for completeness and correctness. Reviews may be in the form of peer walkthroughs or individual quality assurance reviews. May contribute task estimates to the development effort on the project plan.	E 5	\$113.94	\$118.50
54151S	Jr. Software Engineer	Requires no previous experience other than college degree. Company offered training courses may be completed	Primarily responsible for the translation of business requirements and analysis information into a technical system design and the development and deployment of effective application systems based on those technical designs. Develops technical work products and provides support in full life cycle system development, system conversion, implementation support and system integration services. Provides support for structured development techniques. Creates modifies and maintains computer software programs. May contribute task estimates to the development effort on the project plan.	E4	\$78.28	\$81.41

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities	Grade Level	Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
			Demonstrates mastery of industry standard software to create graphic design and has developed compelling portfolio of projects showcasing skills relevant to business visual content goals. Performs graphics design; plans, lays out, and illustrates technical or scientific materials in black and white or color. Interfaces with users to determine scope of project and best graphic medium. Executes graphic projects and coordinates and schedules production. Performs production or coordinates production with outside vendors as needed. Operates and sets up computer graphic systems. Trains others in proper use of computer graphic equipment. Familiar with commonly-used art media and commercially			
		Minimum of 1 year specialized experience which applies to graphics design techniques of simple to medium complexity	available graphics packages. Performs graphics design; plans, lays out, and illustrates technical or scientific materials in black and white or color. Interfaces with users to determine scope of project and best graphic medium. Executes graphic projects and coordinates and schedules production. Performs production or coordinates production with outside vendors as needed. Operates and sets up computer graphic systems. Trains others in proper use of computer graphic equipment. Familiar with commonly-used art media and commercially available graphics packages.	E6	\$102.13 \$72.09	\$106.21 \$74.97

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities		Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	Web Designer IV		Primarily responsible for the translation of business requirements and analysis information into a web system design and the development and deployment of effective web application systems based on those technical designs. Develops technical work products and provides support in full life cycle system development. Reviews other team members' development work products for completeness and correctness. Reviews may be in the form of peer walkthroughs or individual quality assurance reviews. Contributes task estimates to the development effort on the project plan. May formulate development and design standards for the project and be a mentor to other development staff. Proficient in database design, queries, and tuning as well as application software design. Proficient in data, security, application, and infrastructure architecture and can provide support to the architecture team. Development responsibilities can include designing and building web sites; designing and developing user interface features, site animation, and special effects elements; and integrating web and non-web applications. Contributes to the design group's efforts to enhance the look and feel of the organization's on-line offerings.	E9	\$132.17	\$137.45

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities	Grade Level	Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	Web Designer III	Minimum of 4 years specialized experience which applies to systems analysis and design techniques for moderately complex web-based systems.	Designs and builds complex web sites using a variety of graphics software applications, techniques, and tools. Designs and develops user interface features, site animation, and special effects elements. Contributes to the design group's efforts to enhance the look and feel of the organization's on-line offerings. Designs the website to support the organization's strategies and goals relative to external communications. Designs, develops, troubleshoots, debugs, and implements software code (such as HTML, XML, and Javascript) for components of the website. Works with graphic designers and other members of a project team to develop the site concept, interface design, and architecture of the website. Responsible for interface implementation. Requires strong navigation and site design instincts. Includes graphic design.	E 7	\$108.14	\$112.46
54151S		Minimum of 2 years specialized experience which applies to systems analysis and design techniques for moderately complex web-based systems.	Designs and builds moderate complexity web sites using a variety of graphics software applications, techniques, and tools. Designs and develops user interface features, site animation, and special effects elements. Contributes to the design group's efforts to enhance the look and feel of the organization's on-line offerings. Designs the website to support the organization's strategies and goals relative to external communications. Designs, develops, troubleshoots, debugs, and implements software code (such as HTML, XML, and Javascript) for components of the website. Works with graphic designers and other members of a project team to develop the site concept, interface design, and architecture of the website. Responsible for interface implementation. Requires strong navigation and site design instincts. Includes graphic design.	E6	\$90.11	\$93.72

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities		Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
			Designs and builds web sites using a variety of			
			graphics software applications, techniques, and			
			tools. Designs and develops user interface features, site animation, and special effects			
			elements. Contributes to the design group's efforts			
			to enhance the look and feel of the organization's			
			on-line offerings. Designs the website to support			
			the organization's strategies and goals relative to			
			external communications. Designs, develops,			
			troubleshoots, debugs, and implements software			
			code (such as HTML, XML, and Javascript) for components of the website. Works with graphic			
			designers and other members of a project team to			
			develop the site concept, interface design, and			
			architecture of the website. Responsible for			
		Requires no previous experience other	interface implementation. Requires strong			
		than college degree. Company offered	navigation and site design instincts. Includes			
54151S	Web Designer I	training courses may be completed	graphic design.	E4	\$78.10	\$81.22
		Minimum of 4 years specialized experience which applies to systems analysis and design techniques for web-	Provides support for developing and providing Agency Web-site content that will motivate & satisfy user's needs so that they will regularly access the site and utilize it as a major source for information, decision making and benefits delivery. Provides support for maintaining handbook and policies/procedures on the agency Web; assisting in developing agency newsletter and civilian benefits communications; recommending new and innovative web uses as well as training and educating employees on the use and benefits of using the Web. Provides support in the location and pursuit of content and surveying internal customers to gather feedback for site improvement and enhancements. A working knowledge of several of the following are required: graphic design or a related field, Web-site management, web servers, intranet site structures, and Web-related software (ex MS FrontPage, Dream Weaver, MS Access,			
541519	Web Content Administrator III		(ex MS FrontPage, Dream Weaver, MS Access, HTML).	E7	\$103.33	\$107.46
54151S	Web Content Administrator III	paseu systems.	⊓IVIL).	⊏/	ֆ IU ろ.ろろ	\$107.46

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities	Commercial Hourly Rate (effective Jan 1,	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
541518	Web Content Administrator II	Minimum of 2 years specialized experience which applies to systems analysis and design techniques for web-	Provides support for developing and providing Agency Web-site content that will motivate & satisfy user's needs so that they will regularly access the site and utilize it as a major source for information, decision making and benefits delivery. Provides support for maintaining handbook and policies/procedures on the agency Web; assisting in developing agency newsletter and civilian benefits communications; recommending new and innovative web uses as well as training and educating employees on the use and benefits of using the Web. Provides support in the location and pursuit of content and surveying internal customers to gather feedback for site improvement and enhancements. A working knowledge of several of the following are required: graphic design or a related field, Web-site management, web servers, intranet site structures, and Web-related software (ex MS FrontPage, Dream Weaver, MS Access, HTML).	\$90.11	\$93.72

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities	Commercial Hourly Rate (effective Jan 1,	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
541518	Web Content Administrator I	Minimum of 1 year specialized experience which applies to systems analysis and design techniques for webbased systems.	Provides support for developing and providing Agency Web-site content that will motivate & satisfy user's needs so that they will regularly access the site and utilize it as a major source for information, decision making and benefits delivery. Provides support for maintaining handbook and policies/procedures on the agency Web; assisting in developing agency newsletter and civilian benefits communications; recommending new and innovative web uses as well as training and educating employees on the use and benefits of using the Web. Provides support in the location and pursuit of content and surveying internal customers to gather feedback for site improvement and enhancements. A working knowledge of several of the following are required: graphic design or a related field, Web-site management, web servers, intranet site structures, and Web-related software (ex MS FrontPage, Dream Weaver, MS Access, HTML).	\$81.70	\$84.97

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities	Grade Level	Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	Report Developer	Minimum of 2 years specialized experience which applies to report analysis and design techniques for moderately complex reporting applications.	Primary responsible for the translation of business requirements and analysis information into a technical system design and the development and deployment of reports based on those technical designs. Develops technical work products and provides support in full life cycle system development, system conversion, implementation support and system integration services. Provides support for structured development techniques. Creates modifies and maintains reports programs. Provides installation configuration support and quality assurance services. Reviews other team members' development work products for completeness and correctness. Reviews may be in the form of peer walkthroughs or individual quality assurance reviews. May contribute task estimates to the development effort on the project plan.	E 6	\$97.48	\$101.38
54151S	Integration Tester IV	Minimum of 10 years specialized experience which applies to quality principles and guidelines definition and assurance, testing phase management and execution, and production delivery.	Leads testing efforts. Develops the test plan and test cases ensuring coverage of the requirements of the application. Executes tests and documents results. Coordinates with the users and helps plan and manage the user acceptance testing effort. Plans for and executes the performance testing of the application. Establishes effective processes for defect tracking, configuration management, and release management. Communicates with the management team and the users the status of the testing effort. Helps work with the users and development team on prioritization of defects and workarounds that need to be addressed for those defects that are not critical and not yet able to be completed for initial release.	E11	\$144.18	\$149.95

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities		Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	Integration Tester III	Minimum of 8 years specialized experience which applies to quality principles and guidelines definition and assurance, testing phase management and execution, and production delivery.	Develops the test plan and test cases ensuring coverage of the requirements of the application. Executes tests and documents results. Coordinates with the users and helps plan and manage the user acceptance testing effort. Plans for and executes the performance testing of the application. Establishes effective processes for defect tracking, configuration management, and release management. Communicates with the management team and the users the status of the testing effort. Helps work with the users and development team on prioritization of defects and workarounds that need to be addressed for those defects that are not critical and not yet able to be completed for initial release.	E9	\$134.55	\$139.93
54151S	Integration Tester II	Minimum of 6 years specialized experience which applies to quality principles and guidelines definition and assurance, testing phase management and execution, and production delivery.	Develops the test plan and test cases ensuring coverage of the requirements of the application. Executes tests and documents results. Coordinates with the users and helps plan and manage the user acceptance testing effort. Communicates with the management team and the users the status of the testing effort. Helps work with the users and development team on prioritization of defects and workarounds that need to be addressed for those defects that are not critical and not yet able to be completed for initial release.	E8	\$102.13	\$106.21
54151S	Integration Tester I	Minimum of 4 years specialized experience which applies to quality principles and guidelines definition and assurance, testing phase management and execution, and production delivery.	Develops the test plan and test cases ensuring coverage of the requirements of the application. Executes tests and documents results. Coordinates with the users and helps plan and manage the user acceptance testing effort. Communicates with the management team and the users the status of the testing effort. Helps work with the users and development team on prioritization of defects and workarounds that need to be addressed for those defects that are not critical and not yet able to be completed for initial release.	E 7	\$72.09	\$74.97

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities		Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
		Minimum of 4 years specialized	Develops the test plan and test cases ensuring coverage of the requirements of integrated applications. Executes tests and documents results. Coordinates with the users and helps plan and manage the user acceptance testing effort. Plans for and executes the performance testing of the application. Establishes effective processes for defect tracking, configuration management, and release management. Communicates with the management team and the users the status of the testing effort. Helps work with the users and			
54151S		experience which applies to quality principles and guidelines definition and assurance, testing phase management and execution, and production delivery.	development team on prioritization of defects and workarounds that need to be addressed for those defects that are not critical and not yet able to be completed for initial release.	E7	\$121.53	\$126.40

SIN	Minimum / General Experience and Years of Experience	Responsibilities			Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	Minimum of 1 year of specialized experience which applies to good understanding of quality best practices,	Assists in the development of the test plan. Develops test cases ensuring coverage of the requirements of the application. Executes tests and documents test results. May assist in user acceptance testing and performance testing as required. Communicates with the management team on the results of the test effort. Tracks defects and their statuses and communicates priorities to the development team. Assists in establishing effective processes for defect tracking, configuration management, and release management.	E 5	\$93.68	\$97.43
54151S	Requires no previous experience other than college degree. Company offered	Assists in the development of the test plan. Supports test case development ensuring coverage of the requirements of the application. Executes simple tests and documents test results. May assist in user acceptance testing and performance testing as required. Tracks defects and their statuses and communicates priorities to the development team. Assists in establishing effective processes for defect tracking, configuration management, and release management.	E4	\$68.49	\$71.23

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities		Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S		Minimum of 6 years specialized experience which applies to quality principles and guidelines definition and assurance, testing phase management and execution, and production delivery.	Supports in the development of automation testing including development of test scripts and executing test scenarios and cycles using automated testing tools	E8	\$122.31	\$127.21
54151S	Trainer I	Minimum of 4 years specialized experience in application training, teaching and/or facilitation	Develops training curricula for various training delivery methods. Delivers training. Facilitates sessions.	E7	\$103.97	\$108.13
54151S		,	Provides documentation on systems related to user training manuals, application documentation, helpdesk guides, operational manuals, installation instructions, help text, and other documentation required for the application. Ensures that the documentation matches the system specifications and is user-friendly for the general audience.	E3	\$75.96	\$79.00

					Onsite	Offsite
					Commercial	Commercial
					Hourly Rate	Hourly Rate
		Minimum / General Experience and				(effective Jan 1,
SIN	Labor Category	Years of Experience	Responsibilities	Grade Level	2023)	2023)
			Responsible for the effective development and			
			implementation of programs to ensure that all			
			information systems products and services meet			
			minimum company standards and end-user			
			requirements. Administers the change control			
			process for zero defects software development.			
			Responsible for configuration management of			
			requirements, design, and code. Evaluates and			
			selects configuration management tools and			
			standards. Prepares configuration management			
			plans and procedures. Coordinates with users and			
			systems development personnel on releases of			
			software. Verifies the completeness and accuracy			
			of release libraries before implementation and			
			ensures that correct versions of programs are			
			included in specified releases. Makes			
			recommendations to superiors regarding the			
			acquisition and/or implementation of software to			
			increase information systems efficiency,			
			configuration management activities including			
			product identification, change control, status			
			accounting, operation of the program support			
			library, and development and monitoring of			
			equipment/system acceptance plans. Operates and			
			manages program support library. Monitors library			
			structure and procedures to assure system			
			integrity, including procedures for collection,			
			release, production, test, and emergency libraries			
			and the movement/migration of components			
		Minimum of 10 years specialized	between libraries. May supervise lower level			
54151S	Configuration Manager III	experience in configuration management		E11	\$144.18	\$149.95
			Oversee and perform duties of controlling and			
			monitoring software packages and configurations;			
			Coordination of release engineering; monitoring			
		l	software product life cycle (documentation,			
		Minimum of 6 years specialized	procedures, deliverables). May supervise lower		* 400 5 <i>i</i>	A 40= 5 <i>i</i>
54151S	Configuration Manager II	experience in configuration management	level personnel.	E8	\$122.31	\$127.21

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SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities	Grade Level	Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	Configuration Manager I	Minimum of .5 years specialized experience in configuration management including training	Day to day duties of controlling and monitoring software packages and configurations; Coordination of release engineering; monitoring software product life cycle (documentation, procedures, deliverables)	E3	\$90.11	\$93.72
54151S	Communication Specialist IV	Minimum of 8 years specialized experience in communicatiions	Leads in the planning, design, and implementation of complex communications networks. Assesses and optimizes network design by review and assessment of user needs. Conducts feasibility studies, prepares specifications, evaluates vendor products and makes recommendations on selection for data communication equipment systems or networks. Assists in the design, development and installation of unique data transmission systems. Develops procedures for the operation and management of data communications programs and systems. Reviews and develops telecommunication policies, procedures, and standards.	E 9	\$150.19	\$156.20
54151S		Minimum of 6 years specialized experience in communications	Leads in the planning, design, and implementation of moderately complex communications networks. Assesses and optimizes network design by review and assessment of user needs. Conducts feasibility studies, prepares specifications, evaluates vendor products and makes recommendations on selection for data communication equipment systems or networks. Assists in the design, development and installation of unique data transmission systems. Develops procedures for the operation and management of data communications programs and systems. Reviews and develops telecommunication policies, procedures, and standards.	E8	\$132.17	\$137.45

SIN L		Minimum / General Experience and Years of Experience	Responsibilities		Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
			Provides support in the planning, design, and implementation of communications networks. Assesses and optimizes network design by review and assessment of user needs. Conducts feasibility studies, prepares specifications, evaluates vendor products and makes recommendations on selection for data communication equipment systems or networks. Assists in the design, development and installation of unique data transmission systems. Develops procedures for the operation and management of data communications programs and systems. Reviews and develops telecommunication policies, procedures, and			
54151S		experience in communications	standards.	E5	\$114.14	\$118.71
		Minimum of .5 years specialized	Assists in the planning, design, and implementation of communications networks. Assesses and optimizes network design by review and assessment of user needs. Conducts feasibility studies, prepares specifications, evaluates vendor products and makes recommendations on selection for data communication equipment systems or networks. Assists in the design, development and installation of unique data transmission systems. Develops procedures for the operation and management of data communications programs and systems. Reviews and develops telecommunication policies, procedures, and			
54151S (standards.	E3	\$102.13	\$106.21
	·	Minimum of 8 years specialized	Leading in the maintenance of complex computer operating systems including performing upgrades, installs, and configuration of application software and computer hardware. Also responsible for creating and managing system permissions and user accounts.	E9	\$144.18	\$149.95

					Onsite	Offsite
					Commercial	Commercial
					Hourly Rate	Hourly Rate
		Minimum / General Experience and				(effective Jan 1,
SIN	Labor Category	Years of Experience	Responsibilities	Grade Level	2023)	2023)
			Leading in the maintenance of moderately complex			
			computer operating systems including performing			
			upgrades, installs, and configuration of application			
			software and computer hardware. Also responsible			
		Minimum of 6 years specialized	for creating and managing system permissions and			
54151S	System Administrator III	experience in systems administration	user accounts.	E8	\$126.16	\$131.21
			Supporting in the maintenance of computer			
			operating systems including performing upgrades,			
			installs, and configuration of application software			
			and computer hardware. Also responsible for			
		Minimum of 1 year specialized	creating and managing system permissions and			
54151S	System Administrator II	experience in systems administration	user accounts.	E5	\$110.08	\$114.49
			Assisting in the maintenance of computer operating			
			systems including performing upgrades, installs,			
			and configuration of application software and			
		Minimum of .5 years specialized	computer hardware. Also responsible for creating			
		experience in systems administration	and managing system permissions and user			
54151S	System Administrator I	including training	accounts.	E3	\$90.11	\$93.72
			Leads in preventing and mitigating security			
			breaches that may arise within company's			
			computer systems. Possess a background in all			
		Minimum of 8 years specialized	fields such as information security, application			
54151S	Systems Security Specialist I\	experience in IT systems security	security, network security, and mobile security.	E9	\$198.25	\$206.18
			Leads in preventing and mitigating security			
			breaches that may arise within company's			
			computer systems. Possess a background in up to			
			three of the fields such as information security,			
		Minimum of 6 years specialized	application security, network security, and mobile			
54151S	Systems Security Specialist II	experience in IT systems security	security.	E8	\$173.02	\$179.94
			Assists in preventing and mitigating security			
			breaches that may arise within company's			
			computer systems. Possess a background in up to			
			two of the fields such as information security,			
		Minimum of 1 year specialized	application security, network security, and mobile			
54151S		experience in IT systems security	security.	E5	\$144.18	\$149.95
		Minimum of .5 years specialized	Assists in preventing and mitigating security	<u> </u>		
		experience in IT systems security	breaches that may arise within company's			
54151S	Systems Security Specialist I	including training	computer systems.	E3	\$120.15	\$124.96
			Provides business knowledge, best practices, and			
		Minimum of 10 years of specialized	expertise in a particular domain. Expertise can be			
54151S	Domain Expert	experience in a particular domain	broadly defined in the areas of industry	E11	\$189.59	\$197.17

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities		Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	Business Process Engineer II	Minimum of 10 years of specialized experience which applies to solid understanding of business process, organizational change management, and capture, analytical and structured analysis techniques, business process documentation, and systems	Applies process improvement and reengineering methodologies and principles to conduct process modernization projects. Duties include activity and data modeling, developing modern business methods, identifying best practices and creating and assessing performance measurements. Responsible for effective transitioning of existing project teams and the facilitation of project teams in the accomplishment of project activities and objectives. Provides group facilitation, interviewing, training, and provides additional forms of knowledge transfer. Key coordinator between multiple project teams to ensure enterprise-wide integration of reengineering efforts	E11	\$186.24	\$193.69
54151S	Business Process Engineer I	Minimum of 8 years of specialized experience which applies to solid understanding of business process, organizational change management, and capture, analytical and structured analysis techniques, business process documentation, and systems	Applies process improvement and reengineering methodologies and principles to conduct process modernization projects. Duties include activity and data modeling. Responsible for effective transitioning of existing project teams and the accomplishment of project activities and objectives. Provides interviewing, training, and additional forms of knowledge transfer. Coordinates between multiple project teams to ensure enterprise-wide integration of reengineering efforts	E 9	\$158.60	\$164.94

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities		Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S		Minimum of 10 years of specialized experience which applies to solid understanding of business and systems requirements organization and capture, analytical and structured analysis techniques, business process documentation, change management, and systems development life cycle.	Responsible for developing business strategic plans, business cases, business requirements, and business process documentation. Coordinates requirements and process changes across multiple cross functional user groups. Provides guidance on end user training to ensure that it incorporates business process changes as well as requirements and is user friendly. Participates in reviews and/or documentation of end user training guides to ensure accuracy of business process changes and requirements. Coordinates and works closely with the business in evolving the requirements as the project progresses ensuring that as scope if finalized, to ensure end user preparedness. May document system requirements based on the business requirements identified. Reviews system development life cycle work products to ensure that the business requirements are accounted for. Provides alternatives and recommendations to issues as they are identified and works closely with the business to ensure speedy resolution. Brings to the customer industry knowledge and experience based on previous past performance.	E11	\$168.79	\$175.54

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities		Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	Sr. IT Functional Analyst	Minimum of 8 years of specialized experience which applies to solid understanding of functional and systems IT requirements organization and capture; analytical and structured analysis techniques; process documentation; change management;	Responsible for developing IT strategic plans, IT business cases, functional requirements, and process documentation related to application use such as workflow, reporting, and user interface. Coordinates IT requirements and process changes across multiple functional user groups. Provides guidance on end user IT training to ensure that it incorporates the holistic picture of IT inclusive of IT requirements, policy, and process changes. Participates in reviews and/or documentation of end user IT training guides to ensure accuracy of changes and requirements. Coordinates and works closely with the business in ensuring scope and scope changes are documented as the IT project progresses. Supports change management to ensure end user preparedness of IT application. May document system requirements based on the functional requirements identified. Reviews system development life cycle work products to ensure that the functional requirements are accounted for. Provides alternatives and recommendations to issues as they are identified and works closely with the business to ensure speedy resolution.	E9	\$149.23	\$155.20

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities		Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S		Minimum of 6 years of specialized experience which applies to solid understanding of functional and systems IT requirements organization and capture; analytical and structured analysis techniques; process documentation; change management;	Responsible for developing IT business cases, functional requirements, and process documentation related to application use such as workflow, reporting, and user interface. Coordinates IT requirements and process changes across multiple functional user groups. Provides guidance on end user IT training to ensure that it incorporates the holistic picture of IT inclusive of IT requirements, policy, and process changes. Participates in reviews and/or documentation of end user IT training guides to ensure accuracy of changes and requirements. Coordinates and works closely with the business in ensuring scope and scope changes are documented as the IT project progresses. Supports change management to ensure end user preparedness of IT application. May document system requirements based on the functional requirements identified. Reviews system development life cycle work products to ensure that the functional requirements are accounted for. Provides alternatives and recommendations to issues as they are identified and works closely with the business to ensure speedy resolution.	E8	\$134.19	\$139.55

	SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities		\	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
			analytical and structured analysis techniques, business process documentation, change management,	Responsible for developing business cases, business requirements, and business process documentation. May participate in reviews and/or documentation of end user training guides to ensure accuracy of business process changes and requirements. Works closely with the business in evolving the requirements as the project progresses ensuring that as scope if finalized, the end users prepare themselves both in terms of process, data conversion activities involving business lines, and potential work around related to the system deployment. May document system requirements based on the business requirements identified. Reviews system development life cycle work products to ensure that the business requirements are accounted for. Provides alternatives and recommendations to issues as they are identified and works closely with the business to ensure			
5	4151S	IT Functional Analyst I		speedy resolution.	E7	\$110.08	\$114.48

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities		Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	IT Financial Analyst I	Minimum of 4 years of specialized experience which applies to solid understanding of financial requirements, financial applications, organization and capture, analytical and structured analysis techniques, process methods, change management, and systems development life cycle.	Responsible for developing business cases, requirements, and process documentation with specific emphasis on financial analysis and reporting from IT applications. May participate in reviews and/or documentation of end user training guides to ensure accuracy of business and system process changes and requirements. Works closely with the business and IT in evolving the system requirements as the project progresses ensuring that as scope if finalized, the end users prepare themselves both in terms of process, data conversion activities involving business lines, and potential work around related to the system deployment. May document system requirements based on the business requirements identified. Reviews system development life cycle work products to ensure that the business requirements are accounted for. Provides alternatives and recommendations to issues as they are identified and works closely with the business to ensure speedy resolution.	E 7	\$110.08	\$114.48
54151S	Sr. System Analyst	Minimum of 6 years of specialized experience which applies to solid understanding of business and systems requirements organization and capture, project planning, cross functional user coordination, quality assurance, analytical and structured analysis techniques, and systems development life cycle.	Participates in review of task proposal requirements, gathers information, analyzes data. Reviews other team member's work products for completeness and correctness. May participate in the development and review of programming project plans, Q/A plans, and deployment plans when required. Provides support for structured analysis techniques. Creates, modifies, and maintains business models of application requirements. Provides methods, tools, and support for ensuring requirements are captured in overall system. Participates in cross-project integration support and quality assurance services. Assists project leader in scheduling and ensuring completion of structured walkthroughs of deliverables. Participates in the development and review of analysis project plans, when required.	E8	\$132.94	\$138.25

		Minimum / General Experience and			Onsite Commercial Hourly Rate (effective Jan 1,	Offsite Commercial Hourly Rate (effective Jan 1,
SIN	Labor Category	Years of Experience	Responsibilities	Grade Level	2023)	2023)
		Minimum of 4 years of specialized experience which applies to solid understanding of business and systems requirements organization and capture, analytical and structured analysis techniques, and systems development	Leads in the development and modification of complex systems and develops subsystems for enhancement of overall operational system. Exercises analytical techniques when gathering information from the users, defining work problems, designing a system of computer programs and developing procedures to resolve the problems. Good understanding of structured analysis techniques. Creates, modifies, and maintains business models of application requirements. Provides methods, tools, and support for ensuring requirements are captured in overall system. Coordinates and leads cross-project integration support and quality assurance services. Participates in technical peer reviews of other team members' analysis work products for completeness			
54151S	Systems Analyst II	life cycle.	and correctness.	E7	\$122.31	\$127.21
		Minimum of 1 year of specialized experience which applies to solid understanding of business and systems requirements organization and capture, analytical and structured analysis techniques, and systems development	May participate in the development and modification of complex systems and develops subsystems for enhancement of overall operational system. May exercise analytical techniques when gathering information from the users, defining work problems, designing a system of computer programs and developing procedures to resolve the problems. Provides support for structured analysis techniques. Creates, modifies, and maintains business models of application requirements. Provides methods, tools, and support for ensuring requirements are captured in overall system. Participates in cross-project integration support and quality assurance services. May participate in technical peer reviews of other team members' analysis work products for completeness and			
54151S	System Analyst I	life cycle.	correctness.	E5	\$101.28	\$105.33

					Onsite	Offsite
					Commercial	Commercial
					Hourly Rate	Hourly Rate
		Minimum / General Experience and			1 3	(effective Jan 1,
SIN	Labor Category	Years of Experience	Responsibilities	Grade Level	2023)	2023)
			Researches, writes, edits, and proofreads technical			
			data for use in documents or sections of documents			
			such as manuals, procedures, specifications,			
			special reports, and any other customer			
			deliverables and documents. Ensures technical			
			documentation is accurate, complete, meets			
			editorial and government specifications and			
			adheres to standards for quality, graphics, coverage, format, and style. Assists in establishing			
		Minimum of 6 years specialized	style guidelines and standards for texts and			
		experience which applies to editing and	illustrations. Excellent written communication skills			
54151S	Technical Writer II	technical writing	are required.	E8	\$96.12	\$99.97
341310	Technical Writer ii	teeninear writing	are required.	LO	ψ30.12	ψ33.31
			Reviews, analyzes, and edits technical and			
			functional documents. These documents include			
			strategic plans, system specifications, system			
			requirements, user manuals, training manuals, and			
			studies results. Supports the development of			
			executive summaries of documents. Performs			
		Minimum of 4 years specialized	research and analysis and prepares documentation			
		experience which applies to editing and	for user interviews and supports the requirements			
54151S	Technical Writer I	technical writing	gathering sessions by performing scribe functions	E7	\$83.17	\$86.50
			Reviews, analyzes, and edits technical and			
			functional documents. These documents include			
			strategic plans, system specifications, system requirements, user manuals, training manuals, and			
			studies results. Supports the development of			
			executive summaries of documents. Performs			
		Minimum of 2 years specialized	research and analysis and prepares documentation			
		experience which applies to editing and	for user interviews and supports the requirements			
54151S	Jr. Technical Writer	technical writing	gathering sessions by performing scribe functions	E6	\$62.43	\$64.93
			Performs office administration, contract		,	, , , , , , ,
			administration and facility operation activities.			
			Assists in all business, cost containment, and			
			accounting activities. Provides cost control advice			
			to management. Prepares correspondence and			
			maintains filing and tracking system for easy			
		Minimum of 1 year specialized	retrieval. Maintains calendar of management			
		experience in office management and	activities. Assists in preparing management	_		
54151S	Executive Admin II	secretarial duties	progress reports.	E5	\$90.11	\$93.72

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities	Grade Level	Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	Executive Admin I	Minimum of .5 years specialized experience in office management and	Assists in office administration, contract administration and facility operation activities. Assists in business, cost containment, and accounting activities. Prepares correspondence and maintains filing and tracking system for easy retrieval. Maintains calendar of management activities.	E3	\$72.09	\$74.97
		Minimum 8 years specialized experience including training which applies to solid organization, coordination, and communication skills and ability to enter, track, and manage problems and defects	Provides full tierered user support on production applications. Addresses user issues reported and coordinates their resolution with the development, testing, and user groups. Identifies workarounds while fixes need to be made. Manages a trouble log of reported incidents and follows up with the user			
54151S 54151S	HelpDesk Support IV HelpDesk Support III	including training which applies to solid organization, coordination, and communication skills and ability to enter,	on results. Provides 1st and 2nd tier user support on production applications. Addresses user issues reported and coordinates their resolution with the development, testing, and user groups. Identifies workarounds while fixes need to be made. Manages a trouble log of reported incidents and follows up with the user on results.	E9 E7	\$116.55 \$104.53	\$121.21 \$108.71
54151S	HelpDesk Support II	Minimum 1 year specialized experience including training which applies to solid organization, coordination, and communication skills and ability to enter, track, and manage problems and defects	Provides 1st tier user support on production applications. Addresses user issues reported and coordinates their resolution with the development, testing, and user groups. Identifies workarounds while fixes need to be made. Manages a trouble log of reported incidents and follows up with the user on results.	E7	\$92.52	\$96.22
54151S	HelpDesk Support	Minimum .5 year specialized experience including training which applies to solid organization, coordination, and communication skills and ability to enter,	Provides user support on production applications. Addresses user issues reported and coordinates their resolution with the development, testing, and user groups. Identifies workarounds while fixes need to be made. Manages a trouble log of reported incidents and follows up with the user on results.	E3	\$84.83	\$88.22

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities	Grade Level	Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	Principle DBA	Minimum of 8 years specialized experience which applies to in-depth understanding of database structure and design, performance tuning, maintenance, and application support.	Provides team leadership as well as highly technical expertise and guidance in the design, implementation, operation and maintenance of database management systems (DBMS). Evaluates and recommends additional DBMS addon products or utilities after matching requirements with system capabilities. Determines file organization, indexing methods, and security procedures for specific applications. Controls the design and use of the database. Ensures backup and recovery of databases (from accidental or intentional damage or loss), and monitors the use of databases. Must be capable of defining all required database administration policies, procedures, standards, and guidelines. Is the authority on the design of the database, performance tuning, and the use of the database management system.	E 9	\$150.19	\$156.20
54151S		Minimum of 4 years specialized experience which applies to in-depth understanding of database structure and design, performance tuning,	Provides highly technical expertise and guidance in the design, implementation, operation and maintenance of database management systems (DBMS). Evaluates and recommends additional DBMS add-on products or utilities after matching requirements with system capabilities. Determines file organization, indexing methods, and security procedures for specific applications. Controls the design and use of the database. Ensures backup and recovery of databases (from accidental or intentional damage or loss), and monitors the use of databases. Must be capable of defining all required database administration policies, procedures, standards, and guidelines. Is the authority on the design of the database, performance tuning, and the use of the database management system.	E 7	\$132.94	\$138.25

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities		Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
		Minimum of 2 years specialized experience which applies to good	Provides technical expertise in the design, implementation, operation and maintenance of database management systems (DBMS). May assist in defining the file organization, indexing methods, and security procedures for specific applications. May assist in the design and use of Oracle databases. Assists in performance tuning of applications and database. Ensures backup and recovery of databases (from accidental or intentional damage or loss), and monitors the use			
54151S	Database Administrator	design, performance tuning,	of databases. Assists in defining required database administration policies, procedures, standards, and guidelines.	E6	\$107.61	\$111.91
54151S	Data Entry Specialist I	Requires no previous experience other than college degree. Company offered training courses may be completed	Provides clerical support related to data maintenance in systems or defined tools and templates. Provides reconciliation analysis of data across multiple sources and works with support groups to determine best source of information where discrepancies exist	E4	\$28.27	\$29.40

EDUCATION AND EXPERIENCE TABLE

Level	Minimum Education Background	Specialized Work
Level	Masters degree or	Specialized Work
E15	BS/BA degree with 15 years of data processing experience or AS/AA degree with 17 years data processing experience or High school diploma with 19 years data processing experience masters degree or	15 years
E14	BS/BA degree with 14 years of data processing experience or AS/AA degree with 16 years data processing experience or High school diploma with 18 years data processing experience	14 years
E13	Masters degree or BS/BA degree with 13 years of data processing experience or AS/AA degree with 15 years data processing experience or High school diploma with 17 years data processing experience	13 years
E12	Masters degree or BS/BA degree with 12 years of data processing experience or AS/AA degree with 14 years data processing experience or High school diploma with 16 years data processing experience	12 years
E11	Masters degree or BS/BA degree with 10 years of data processing experience or AS/AA degree with 12 years data processing experience or High school diploma with 14 years data processing experience	10 years
E10	Masters degree or BS/BA degree with 9 years of data processing experience or AS/AA degree with 11 years data processing experience or High school diploma with 13 years data processing EXECUTE: E	9 years
E9	BS/BA degree with 8 years of data processing experience or AS/AA degree with 10 years data processing experience or High school diploma with 12 years data processing	8 years
E8	Masters Gegree or BS/BA degree with 6 years of data processing experience or AS/AA degree with 8 years data processing experience or High school diploma with 10 years data processing experience	6 years
E7	BS/BA degree with 4 years of data processing experience or AS/AA degree with 6 years data processing experience or High school diploma with 8 years data processing experience	4 years
E6	BS/BA degree with 2 years of data processing experience or AS/AA degree with 4 years data processing experience or High school diploma with 6 years data processing experience	2 years
E5	BS/BA or AS/AA degree and 1 year data processing work experience or High School Diploma and 5 years data processing work	1 year
E4	BS/BA or AS/AA degree or High School Diploma and 4 years data processing work experience	0 years
E3	BS/BA or AS/AA degree or High School Diploma and 3 years work experience	5 year (training required
E2	AS/AA degree or High School Diploma and 2 years work experience	0 years
E1	High School Diploma	0 years

OMNISOLVE COMMERCIAL PRICELIST as of January 1, 2023

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities		Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	Program Manager II	Minimum of 10 years of specialized experience which applies to systems development life cycle project planning, management, and control. Requires competence in all phases of systems development life cycle and project management concepts and methods.	Responsible for the full life cycle development of applications including complex deployments requiring multi-cross functional team management. Exercises analytical techniques when gathering information from users, defining work problems, and developing procedures to resolve the problems. Provides support for structured analysis techniques. Manages large teams in cross project integration support, quality assurance services, implementation, and deployment. Provides management oversight of team members, scope of project, risk management, and issues management. Attends formal reviews of team work products to ensure completeness and correctness. Develops, manages, and maintains project plan, project scope, risk assessment, and budget.	E11	\$215.22	\$223.83
		Minimum of 9 years of specialized experience which applies to systems development life cycle project planning, management, and control. Requires competence in all phases of systems development life cycle and project	Responsible for the full life cycle development of applications including deployments requiring multicross functional team management. Exercises analytical techniques when gathering information from users, defining work problems, and developing procedures to resolve the problems. Provides support for structured analysis techniques. Manages small to midsize teams in project integration support, quality assurance services, implementation, and deployment. Provides management oversight of team members, scope of project, risk management, and issues management. Attends formal reviews of team work products to ensure completeness and correctness. Develops, manages, and maintains project plan,			
54151S	Program Manager I	management concepts and methods.	project scope, risk assessment, and budget.	E10	\$177.36	\$184.45

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities		Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	Project Manager III	Minimum of 9 years of specialized experience which applies to systems development life cycle project planning, management, and control. Requires competence in all phases of systems development life cycle and project management concepts and methods.	Responsible for the full life cycle development of applications including complex deployments requiring multi-cross functional team management. Exercises analytical techniques when gathering information from users, defining work problems, and developing procedures to resolve the problems. Provides support for structured analysis techniques. Manages large teams in cross project integration support, quality assurance services, implementation, and deployment. Provides management oversight of team members, scope of project, risk management, and issues management. Attends formal reviews of team work products to ensure completeness and correctness. Develops, manages, and maintains project plan, project scope, risk assessment, and budget. Has received Project Management certification.	E10	\$199.45	\$207.43
54151S	Project Manager II	Minimum of 8 years of specialized experience which applies to systems development life cycle project planning, management, and control. Requires competence in all phases of systems development life cycle and project management concepts and methods.	Responsible for the full life cycle development of applications including complex deployments requiring multi-cross functional team management. Exercises analytical techniques when gathering information from users, defining work problems, and developing procedures to resolve the problems. Provides support for structured analysis techniques. Leads teams in cross project integration support, quality assurance services, implementation, and deployment. Provides day to day management and oversight of team members, scope of project, risk management, and issues tracking. Attends formal reviews of team work products to ensure completeness and correctness. Schedules and ensures completion of structured walkthrough of deliverables. Develops, manages, and maintains project plan, project scope, risk assessment, and budget.	E9	\$189.89	\$197.48

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities			Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	Project Manager I	Minimum of 6 years of specialized experience which applies to systems development life cycle project planning, management, and control. Requires competence in all phases of systems development life cycle and project management concepts and methods.	Responsible for the full life cycle development of applications. Exercises analytical techniques when gathering information from users, defining work problems, and developing procedures to resolve the problems. Provides support for structured analysis techniques. Participates in cross project integration support and quality assurance services. Provides day to day management and oversight of team members and scope of project. Attends formal reviews of team work products for completeness and correctness. Schedules and ensures completion of structured walkthrough of deliverables. Develops, manages, and maintains project plan, project scope, risk assessment, and budget.	E8	\$158.25	\$164.58
	Associate Project Manager	Minimum of 4 years of specialized experience which applies to systems development life cycle project planning, management, and control. Requires competence in all phases of systems development life cycle and project management concepts and methods.	Responsible for the full life cycle development of applications. Exercises analytical techniques when gathering information from users, defining work problems, and developing procedures to resolve the problems. Provides support for structured analysis techniques. Participates in cross project integration support and quality assurance reviews. Provides oversight of team members, scope of project, and project status. Attends formal reviews of team work products for completeness and correctness. Schedules and ensures completion of structured walkthrough of deliverables. Develops, manages, and maintains project plan, project scope, risk assessment, and budget.	E7	\$132.94	\$138.25

SIN		Minimum / General Experience and Years of Experience	Responsibilities	Grade Level		Offsite Commercial Hourly Rate (effective Jan 1, 2023)
		Minimum of 2 years of specialized experience which applies to systems development life cycle, task scheduling and planning, and leadership of small to medium size team. Demonstrates competence in all phases of systems development life cycle and task	Responsible aspects of the full life cycle development of applications. Exercises analytical techniques when gathering information from users, defining work problems, and developing procedures to resolve the problems. Provides support for structured analysis techniques. Participates in cross project integration support and quality assurance reviews. Performs a lead role of team members, project schedule and project status. Attends formal reviews of team work products for completeness and correctness. Schedules and ensures completion of structured walkthrough of deliverables. Develops, manages, and maintains			
54151S	Team Leader	oversight, scheduling, and leadership.	task plan and scope.	E6	\$102.65	\$106.75
		Minimum of 8 years of specialized experience which applies to systems development life cycle project planning, management, and control. Requires competence in all phases of systems development life cycle and project	applications and providing technical expertise and assistance to analysts, architects and developers. Responsibilities include overseeing complex deployments requiring multi-cross functional team management. Exercises analytical techniques when gathering information from users, defining work problems, and developing procedures to resolve the problems. Provides support for structured analysis techniques. Leads teams in cross project integration support, quality assurance services, implementation, and deployment. Provides day to day management and oversight of team members, scope of project, risk management, and issues tracking. Attends formal reviews of team work products to ensure completeness and correctness. Schedules and ensures completion of structured walkthrough of deliverables. Develops, manages, and maintains project plan, project scope, risk assessment, and			
54151S		management concepts and methods.	budget.	E9	\$205.48	\$213.70

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities	Grade Level	Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
		Minimum of 6 years of specialized experience which applies to systems development life cycle project planning, management, and control. Requires competence in all phases of systems development life cycle and project	Responsible for the full life cycle development of applications and providing technical expertise and assistance to analysts, architects and developers. Exercises analytical techniques when gathering information from users, defining work problems, and developing procedures to resolve the problems. Provides support for structured analysis techniques. Participates in cross project integration support and quality assurance services. Provides day to day management and oversight of team members and scope of project. Attends formal reviews of team work products for completeness and correctness. Schedules and ensures completion of structured walkthrough of deliverables. Develops, manages, and maintains project plan, project scope, risk assessment, and			
54151S 54151S	Technical Project Manager I Associate Technical Project Manager	Minimum of 4 years of specialized experience which applies to systems development life cycle project planning, management, and control. Requires competence in all phases of systems development life cycle and project management concepts and methods.	budget. Responsible for the full life cycle development of applications and providing technical expertise and assistance to analysts, architects and developers. Exercises analytical techniques when gathering information from users, defining work problems, and developing procedures to resolve the problems. Provides support for structured analysis techniques. Participates in cross project integration support and quality assurance reviews. Provides oversight of team members, scope of project, and project status. Attends formal reviews of team work products for completeness and correctness. Schedules and ensures completion of structured walkthrough of deliverables. Develops, manages, and maintains project plan, project scope, risk assessment, and budget.	E8	\$145.38 \$112.94	\$151.20 \$117.46

					Onsite	Offsite
					Commercial Hourly Rate	Commercial Hourly Rate
		Minimum / General Experience and			(effective Jan 1,	(effective Jan 1,
SIN	Labor Category	Years of Experience	Responsibilities	Grade Level	2023)	2023)
			Primarily responsible for the translation of business			
			requirements and analysis information into enterprise architecture, technical system designs			
			and the development and deployment of effective			
			application systems based on those technical			
			designs. Develops technical work products and			
			provides technical leadership in enterprise architecture including business, data, application,			
			and technology architectures as well as security			
			and network/infrastructure architectures. Also			
			provides technical leadership in full life cycle			
			system development, system conversion, implementation support, system integration			
			services. Provides support for structured			
			development techniques. May create, modify, and			
			maintain computer software programs. Schedules			
			reviews of work products with the development team and addresses the consistency,			
			maintainability, and reliability of the applications			
54151S	Enterprise Architect		being development.	E10	\$183.47	\$190.81
			Primarily responsible for the translation of business			
			requirements and analysis information into			
			technical system designs and the development and			
			deployment of effective application systems based			
			on those technical designs. Develops technical work products and provides technical leadership in			
			full life cycle system development, system			
			conversion, implementation support and system			
			integration services. Provides support for structured			
			development techniques. May create, modify, and maintain computer software programs. Schedules			
			reviews of work products with the development			
			team and addresses the consistency,			
		development life cycle and technical and	maintainability, and reliability of the applications			
54151S	Sr. Architect	application architecture and design.	being development.	E8	\$151.92	\$158.00

					Onsite	Offsite
					Commercial	Commercial
					Hourly Rate	Hourly Rate
		Minimum / General Experience and				(effective Jan 1,
SIN	Labor Category	Years of Experience	Responsibilities	Grade Level	2023)	2023)
			Primarily responsible for the translation of business			
			requirements and analysis information into			
			technical system designs and the development and			
			deployment of effective application systems based			
			on those technical designs. Develops technical			
			work products and provides technical support in full			
			life cycle system development, system conversion,			
			implementation support and system integration			
			services. Provides input on structured development			
			techniques. May create, modify, and maintain			
		Minimum of 4 years of specialized	computer software programs. Schedules joint			
			reviews of work products with the development			
		understanding of the systems	team and addresses the consistency,			
			maintainability, and reliability of the applications			
54151S	Architect		being development.	E7	\$115.21	\$119.82
			Primarily responsible for the translation of business		,	·
			requirements and analysis information into a			
			technical system design and the development and			
			deployment of effective application systems based			
			on those technical designs. Develops technical			
			work products and provides support in full life cycle			
			system development, system conversion,			
			implementation support and system integration			
			services. Provides support for structured			
			development techniques. Creates modifies and			
			maintains computer software programs. Provides			
			installation configuration support and quality			
			assurance services. Reviews other team members'			
			development work products for completeness and			
			correctness. Reviews may be in the form of peer			
			walkthroughs or individual quality assurance			
			reviews. Contributes task estimates to the			
			development effort on the project plan. May			
			formulate development and design standards for			
			the project and be a mentor to other development			
			staff. Proficient in database design, queries, and			
		Minimum of 8 years specialized	tuning as well as application software design.			
		experience which applies to systems	Proficient in data, security, application, and			
		analysis and design techniques for	infrastructure architecture and can provide support			
54151S	Software Engineer IV	moderately complex computer systems.	to the architecture team.	E9	\$168.79	\$175.54

Si	IN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities		Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
			Minimum of 4 years specialized experience which applies to systems analysis and design techniques for	Primarily responsible for the translation of business requirements and analysis information into a technical system design and the development and deployment of effective application systems based on those technical designs. Develops technical work products and provides support in full life cycle system development, system conversion, implementation support and system integration services. Provides support for structured development techniques. Creates modifies and maintains computer software programs. Provides installation configuration support and quality assurance services. Reviews other team members' development work products for completeness and correctness. Reviews may be in the form of peer walkthroughs or individual quality assurance reviews. Contributes task estimates to the development effort on the project plan. May formulate development and design standards for the project and be a mentor to other development staff. Proficient in database design, queries, and tuning as well as application software design. May participate and provide support to architecture			
5415	1S	Software Engineer III	moderately complex computer systems.	team.	E7	\$154.44	\$160.62

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SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities Primarily responsible for the translation of business	Grade Level	Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
			requirements and analysis information into a technical system design and the development and deployment of effective application systems based on those technical designs. Develops technical work products and provides support in full life cycle system development, system conversion, implementation support and system integration services. Provides support for structured development techniques. Creates modifies and maintains computer software programs. Provides installation configuration support and quality assurance services. Reviews other team members' development work products for completeness and correctness. Reviews may be in the form of peer walkthroughs or individual quality assurance reviews. Contributes task estimates to the development effort on the project plan. May			
54151S	Software Engineer II	Minimum of 2 years specialized experience which applies to systems analysis and design techniques for moderately complex computer systems.	formulate development and design standards for the project and be a mentor to other development staff. Proficient in database design, queries, and tuning as well as application software design	E6	\$134.55	\$139.93
		Minimum of 1 year specialized experience which applies to systems	Primarily responsible for the translation of business requirements and analysis information into a technical system design and the development and deployment of effective application systems based on those technical designs. Develops technical work products and provides support in full life cycle system development, system conversion, implementation support and system integration services. Provides support for structured development techniques. Creates modifies and maintains computer software programs. Provides installation configuration support and quality assurance services. Reviews other team members' development work products for completeness and correctness. Reviews may be in the form of peer walkthroughs or individual quality assurance			
54151S	Software Engineer I	analysis and design techniques for moderately complex computer systems.	reviews. May contribute task estimates to the development effort on the project plan.	E5	\$113.94	\$118.50

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					Onsite	Offsite
					Commercial	Commercial
					Hourly Rate	Hourly Rate
		Minimum / General Experience and			(effective Jan 1,	(effective Jan 1,
SIN	Labor Category	Years of Experience	Responsibilities	Grade Level	2023)	2023)
	,		Primarily responsible for the translation of business		,	,
			requirements and analysis information into a			
			technical system design and the development and			
			deployment of effective application systems based			
			on those technical designs. Develops technical			
			work products and provides support in full life cycle			
			system development, system conversion,			
			implementation support and system integration			
			services. Provides support for structured			
			development techniques. Creates modifies and			
		Requires no previous experience other	maintains computer software programs. May			
		than college degree. Company offered	contribute task estimates to the development effort			
54151S	Jr. Software Engineer	training courses may be completed	on the project plan.	E4	\$78.28	\$81.41
			Demonstrates mastery of industry standard			
			software to create graphic design and has			
			developed compelling portfolio of projects			
			showcasing skills relevant to business visual			
			content goals. Performs graphics design; plans,			
			lays out, and illustrates technical or scientific			
			materials in black and white or color. Interfaces			
			with users to determine scope of project and best			
			graphic medium. Executes graphic projects and			
			coordinates and schedules production. Performs			
			production or coordinates production with outside			
			vendors as needed. Operates and sets up			
		Minimum of 3 years specialized	computer graphic systems. Trains others in proper			
		experience which applies to graphics	use of computer graphic equipment. Familiar with			
E44540	Constitution Design Constitution	design techniques of simple to complex	commonly-used art media and commercially	F0	\$102.13	\$106.21
54151S	Graphics Design Specialist II	complexity	available graphics packages.	E6	\$102.13	\$100.21
			Performs graphics design; plans, lays out, and			
			illustrates technical or scientific materials in black			
			and white or color. Interfaces with users to			
			determine scope of project and best graphic			
			medium. Executes graphic projects and			
			coordinates and schedules production. Performs			
			production or coordinates production with outside			
			vendors as needed. Operates and sets up			
		Minimum of 1 year specialized	computer graphic systems. Trains others in proper			
		experience which applies to graphics	use of computer graphic equipment. Familiar with			
		design techniques of simple to medium	commonly-used art media and commercially			
54151S	Graphics Design Specialist I	complexity	available graphics packages.	E4	\$72.09	\$74.97

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities	Grade Level		Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	Web Designer IV	Minimum of 8 years specialized experience which applies to systems analysis and design techniques for moderately complex web-based systems.	Primarily responsible for the translation of business requirements and analysis information into a web system design and the development and deployment of effective web application systems based on those technical designs. Develops technical work products and provides support in full life cycle system development. Reviews other team members' development work products for completeness and correctness. Reviews may be in the form of peer walkthroughs or individual quality assurance reviews. Contributes task estimates to the development effort on the project plan. May formulate development and design standards for the project and be a mentor to other development staff. Proficient in database design, queries, and tuning as well as application software design. Proficient in data, security, application, and infrastructure architecture and can provide support to the architecture team. Development responsibilities can include designing and building web sites; designing and developing user interface features, site animation, and special effects elements; and integrating web and non-web applications. Contributes to the design group's efforts to enhance the look and feel of the organization's on-line offerings.	E 9	\$132.17	\$137.45

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						Off. 11
					Onsite	Offsite
					Commercial	Commercial
					Hourly Rate	Hourly Rate
		Minimum / General Experience and			(effective Jan 1,	(effective Jan 1,
SIN	Labor Category	Years of Experience	Responsibilities	Grade Level	2023)	2023)
			Designs and builds complex web sites using a			
			variety of graphics software applications,			
			techniques, and tools. Designs and develops user			
			interface features, site animation, and special			
			effects elements. Contributes to the design group's			
			efforts to enhance the look and feel of the			
			organization's on-line offerings. Designs the			
			website to support the organization's strategies and			
			goals relative to external communications. Designs,			
			develops, troubleshoots, debugs, and implements			
			software code (such as HTML, XML, and			
			Javascript) for components of the website. Works			
			with graphic designers and other members of a			
		Minimum of 4 years specialized	project team to develop the site concept, interface			
		experience which applies to systems	design, and architecture of the website.			
		analysis and design techniques for	Responsible for interface implementation. Requires			
		moderately complex web-based	strong navigation and site design instincts. Includes			
54151S	Web Designer III	systems.	graphic design.	E7	\$108.14	\$112.46
041010	VVeb Designer III		Designs and builds moderate complexity web sites	<u> </u>	V.00	VIII
			using a variety of graphics software applications,			
			techniques, and tools. Designs and develops user			
			interface features, site animation, and special			
			effects elements. Contributes to the design group's			
			efforts to enhance the look and feel of the			
			organization's on-line offerings. Designs the			
			website to support the organization's strategies and			
			goals relative to external communications. Designs,			
			develops, troubleshoots, debugs, and implements			
			software code (such as HTML, XML, and			
			Javascript) for components of the website. Works			
			with graphic designers and other members of a			
		Minimum of 2 years specialized				
			project team to develop the site concept, interface design, and architecture of the website.			
		experience which applies to systems	0 /			
		analysis and design techniques for	Responsible for interface implementation. Requires			
F44540	Mak Basiman II	moderately complex web-based	strong navigation and site design instincts. Includes	F0	¢00.11	000 70
54151S	Web Designer II	systems.	graphic design.	E6	\$90.11	\$93.72

					Onsite	Offsite
					Commercial	Commercial
					Hourly Rate	Hourly Rate
SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities	Grade Level	(effective Jan 1, 2023)	(effective Jan 1, 2023)
SIN	Labor Gategory	reals of Experience	Designs and builds web sites using a variety of	Glade Level	2023)	2023)
			graphics software applications, techniques, and			
			tools. Designs and develops user interface			
			features, site animation, and special effects elements. Contributes to the design group's efforts			
			to enhance the look and feel of the organization's			
			on-line offerings. Designs the website to support			
			the organization's strategies and goals relative to			
			external communications. Designs, develops,			
			troubleshoots, debugs, and implements software code (such as HTML, XML, and Javascript) for			
			components of the website. Works with graphic			
			designers and other members of a project team to			
			develop the site concept, interface design, and			
		Requires no previous experience other	architecture of the website. Responsible for interface implementation. Requires strong			
		than college degree. Company offered	navigation and site design instincts. Includes			
54151S	Web Designer I	training courses may be completed	graphic design.	E4	\$78.10	\$81.22
			Provides support for developing and providing			
			Agency Web-site content that will motivate & satisfy user's needs so that they will regularly			
			access the site and utilize it as a major source for			
			information, decision making and benefits delivery.			
			Provides support for maintaining handbook and			
			policies/procedures on the agency Web; assisting in developing agency newsletter and civilian			
			benefits communications; recommending new and			
			innovative web uses as well as training and			
			educating employees on the use and benefits of			
			using the Web. Provides support in the location			
			and pursuit of content and surveying internal customers to gather feedback for site improvement			
			and enhancements. A working knowledge of			
			several of the following are required: graphic design			
		Minimum of 4 years specialized	or a related field, Web-site management, web			
		experience which applies to systems analysis and design techniques for web-	servers, intranet site structures, and Web-related software (ex MS FrontPage, Dream Weaver, MS			
54151S	Web Content Administrator III		Access, HTML).	E7	\$103.33	\$107.46

					Onsite	Offsite
					Commercial	Commercial
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		Minimum / Conoral Experience and			Hourly Rate	Hourly Rate (effective Jan 1,
SIN	Labor Catagon	Minimum / General Experience and Years of Experience	Deenensibilities	Grade Level	(effective Jan 1, 2023)	(effective Jan 1, 2023)
SIIV	Labor Category	rears or Experience	Responsibilities	Grade Level	2023)	2023) I
			Provides support for developing and providing			
			Agency Web-site content that will motivate &			
			satisfy user's needs so that they will regularly			
			access the site and utilize it as a major source for			
			information, decision making and benefits delivery.			
			Provides support for maintaining handbook and			
			policies/procedures on the agency Web; assisting			
1			in developing agency newsletter and civilian			
			benefits communications; recommending new and			
			innovative web uses as well as training and			
			educating employees on the use and benefits of			
			using the Web. Provides support in the location			
			and pursuit of content and surveying internal			
			customers to gather feedback for site improvement			
			and enhancements. A working knowledge of			
		Minimum of O and an alleline d	several of the following are required: graphic design			
		Minimum of 2 years specialized	or a related field, Web-site management, web			
		experience which applies to systems	servers, intranet site structures, and Web-related			
	l a	analysis and design techniques for web-	software (ex MS FrontPage, Dream Weaver, MS	=-	000 44	400.70
54151S	Web Content Administrator II	based systems.	Access, HTML).	E6	\$90.11	\$93.72
			Provides support for developing and providing			
			Agency Web-site content that will motivate &			
			satisfy user's needs so that they will regularly			
1			access the site and utilize it as a major source for			
			information, decision making and benefits delivery.			
1			Provides support for maintaining handbook and			
			policies/procedures on the agency Web; assisting			
			in developing agency newsletter and civilian			
			benefits communications; recommending new and			
			innovative web uses as well as training and			
			educating employees on the use and benefits of			
			using the Web. Provides support in the location			
			and pursuit of content and surveying internal			
			customers to gather feedback for site improvement			
			and enhancements. A working knowledge of			
		Minimum of 1 year specialized	several of the following are required: graphic design or a related field, Web-site management, web			
		experience which applies to systems	servers, intranet site structures, and Web-related			
		analysis and design techniques for web-	software (ex MS FrontPage, Dream Weaver, MS			
54151S	Web Content Administrator I	based systems.	Access, HTML).	E5	\$81.70	\$84.97
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SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities	Grade Level	Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	Report Developer	Minimum of 2 years specialized experience which applies to report analysis and design techniques for moderately complex reporting applications.	Primary responsible for the translation of business requirements and analysis information into a technical system design and the development and deployment of reports based on those technical designs. Develops technical work products and provides support in full life cycle system development, system conversion, implementation support and system integration services. Provides support for structured development techniques. Creates modifies and maintains reports programs. Provides installation configuration support and quality assurance services. Reviews other team members' development work products for completeness and correctness. Reviews may be in the form of peer walkthroughs or individual quality assurance reviews. May contribute task estimates to the development effort on the project plan.	E6	\$97.48	\$101.38
54151S	Integration Tester IV	Minimum of 10 years specialized experience which applies to quality principles and guidelines definition and assurance, testing phase management and execution, and production delivery.	Leads testing efforts. Develops the test plan and test cases ensuring coverage of the requirements of the application. Executes tests and documents results. Coordinates with the users and helps plan and manage the user acceptance testing effort. Plans for and executes the performance testing of the application. Establishes effective processes for defect tracking, configuration management, and release management. Communicates with the management team and the users the status of the testing effort. Helps work with the users and development team on prioritization of defects and workarounds that need to be addressed for those defects that are not critical and not yet able to be completed for initial release.	E11	\$144.18	\$149.95

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities	Grade Level	Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	Integration Tester III	Minimum of 8 years specialized experience which applies to quality principles and guidelines definition and assurance, testing phase management and execution, and production delivery.	Develops the test plan and test cases ensuring coverage of the requirements of the application. Executes tests and documents results. Coordinates with the users and helps plan and manage the user acceptance testing effort. Plans for and executes the performance testing of the application. Establishes effective processes for defect tracking, configuration management, and release management. Communicates with the management team and the users the status of the testing effort. Helps work with the users and development team on prioritization of defects and workarounds that need to be addressed for those defects that are not critical and not yet able to be completed for initial release.	E 9	\$134.55	\$139.93
54151S	Integration Tester II	Minimum of 6 years specialized experience which applies to quality principles and guidelines definition and assurance, testing phase management and execution, and production delivery.	Develops the test plan and test cases ensuring coverage of the requirements of the application. Executes tests and documents results. Coordinates with the users and helps plan and manage the user acceptance testing effort. Communicates with the management team and the users the status of the testing effort. Helps work with the users and development team on prioritization of defects and workarounds that need to be addressed for those defects that are not critical and not yet able to be completed for initial release.	E8	\$102.13	\$106.21
54151S	Integration Tester I	Minimum of 4 years specialized experience which applies to quality principles and guidelines definition and assurance, testing phase management and execution, and production delivery.	Develops the test plan and test cases ensuring coverage of the requirements of the application. Executes tests and documents results. Coordinates with the users and helps plan and manage the user acceptance testing effort. Communicates with the management team and the users the status of the testing effort. Helps work with the users and development team on prioritization of defects and workarounds that need to be addressed for those defects that are not critical and not yet able to be completed for initial release.	E 7	\$72.09	\$74.97

Minimum / General Experience and Years of Experience Responsibilities Develops the test plan and test cases ensuring coverage of the requirements of integrated applications. Executes tests and documents results. Coordinates with the users and helps plan and manage the user acceptance testing of the application. Establishes effective processes for defect tracking, configuration management, and release management. Communicates with the management team and the users the status of the lesting effort. Helps work with the users and
SIN Labor Category Responsibilities Grade Level Develops the test plan and test cases ensuring coverage of the requirements of integrated applications. Executes tests and documents results. Coordinates with the users and helps plan and manage the user acceptance testing of the application. Establishes effective processes for defect tracking, configuration management, and release management. Communicates with the management team and the users the status of the
SIN Labor Category Minimum / General Experience and Years of Experience Responsibilities Develops the test plan and test cases ensuring coverage of the requirements of integrated applications. Executes tests and documents results. Coordinates with the users and helps plan and manage the user acceptance testing of the application. Establishes effective processes for defect tracking, configuration management, and release management. Communicates with the management team and the users the status of the
SIN Labor Category Minimum / General Experience and Years of Experience Responsibilities Develops the test plan and test cases ensuring coverage of the requirements of integrated applications. Executes tests and documents results. Coordinates with the users and helps plan and manage the user acceptance testing of the application. Establishes effective processes for defect tracking, configuration management, and release management. Communicates with the management team and the users the status of the
SIN Labor Category Pears of Experience and Years of Experience Responsibilities Develops the test plan and test cases ensuring coverage of the requirements of integrated applications. Executes tests and documents results. Coordinates with the users and helps plan and manage the user acceptance testing effort. Plans for and executes the performance testing of the application. Establishes effective processes for defect tracking, configuration management, and release management. Communicates with the management team and the users the status of the
SIN Labor Category Years of Experience and Years of Experience Responsibilities Develops the test plan and test cases ensuring coverage of the requirements of integrated applications. Executes tests and documents results. Coordinates with the users and helps plan and manage the user acceptance testing of the application. Establishes effective processes for defect tracking, configuration management, and release management. Communicates with the management team and the users the status of the
Minimum / General Experience and Years of Experience Responsibilities Develops the test plan and test cases ensuring coverage of the requirements of integrated applications. Executes tests and documents results. Coordinates with the users and helps plan and manage the user acceptance testing effort. Plans for and executes the performance testing of the application. Establishes effective processes for defect tracking, configuration management, and release management. Communicates with the management team and the users the status of the
SIN Labor Category Years of Experience Responsibilities Develops the test plan and test cases ensuring coverage of the requirements of integrated applications. Executes tests and documents results. Coordinates with the users and helps plan and manage the user acceptance testing effort. Plans for and executes the performance testing of the application. Establishes effective processes for defect tracking, configuration management, and release management. Communicates with the management team and the users the status of the
Develops the test plan and test cases ensuring coverage of the requirements of integrated applications. Executes tests and documents results. Coordinates with the users and helps plan and manage the user acceptance testing effort. Plans for and executes the performance testing of the application. Establishes effective processes for defect tracking, configuration management, and release management. Communicates with the management team and the users the status of the
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defect tracking, configuration management, and release management. Communicates with the management team and the users the status of the
release management. Communicates with the management team and the users the status of the
management team and the users the status of the
Minimum of 4 years specialized Itesting effort. Helps work with the users and
experience which applies to quality development team on prioritization of defects and
principles and guidelines definition and workarounds that need to be addressed for those
assurance, testing phase management defects that are not critical and not yet able to be
54151S Sr. Quality Assurance Analyst and execution, and production delivery. completed for initial release.
Assists in the development of the test plan.
Develops test cases ensuring coverage of the
requirements of the application. Executes tests and
documents test results. May assist in user
acceptance testing and performance testing as
required. Communicates with the management
Minimum of 1 year of specialized team on the results of the test effort. Tracks
experience which applies to good defects and their statuses and communicates
experience which applies to good defects and their statuses and communicates understanding of quality best practices, priorities to the development team. Assists in
experience which applies to good defects and their statuses and communicates understanding of quality best practices, priorities to the development team. Assists in establishing effective processes for defect tracking,
experience which applies to good defects and their statuses and communicates understanding of quality best practices, priorities to the development team. Assists in

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities	Grade Level	· ·	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
E41E1C	In Quality Assurance Analyst	Requires no previous experience other than college degree. Company offered	Assists in the development of the test plan. Supports test case development ensuring coverage of the requirements of the application. Executes simple tests and documents test results. May assist in user acceptance testing and performance testing as required. Tracks defects and their statuses and communicates priorities to the development team. Assists in establishing effective processes for defect tracking, configuration	5 4	\$68.49	\$71.23
54151S 54151S		training courses may be completed Minimum of 6 years specialized experience which applies to quality principles and guidelines definition and assurance, testing phase management and execution, and production delivery.	management, and release management. Supports in the development of automation testing including development of test scripts and executing test scenarios and cycles using automated testing tools	E4 E8	\$122.31	\$127.21
54151S	Trainer I	Minimum of 4 years specialized experience in application training, teaching and/or facilitation	Develops training curricula for various training delivery methods. Delivers training. Facilitates sessions.	E7	\$103.97	\$108.13
54151S	Documentation Specialist	Minimum of .5 year specialized experience including training which applies to good documentation organization and content capture related to IT applications and training needs.	Provides documentation on systems related to user training manuals, application documentation, helpdesk guides, operational manuals, installation instructions, help text, and other documentation required for the application. Ensures that the documentation matches the system specifications and is user-friendly for the general audience.	E3	\$75.96	\$79.00

					Onsite	Offsite
					Commercial	Commercial
		l			Hourly Rate	Hourly Rate
OIN		Minimum / General Experience and	D 1170		· ·	(effective Jan 1,
SIN	Labor Category	Years of Experience	Responsibilities	Grade Level	2023)	2023)
			Responsible for the effective development and			
			implementation of programs to ensure that all			
			information systems products and services meet minimum company standards and end-user			
			requirements. Administers the change control			
			process for zero defects software development.			
			Responsible for configuration management of			
			requirements, design, and code. Evaluates and			
			selects configuration management tools and			
			standards. Prepares configuration management			
			plans and procedures. Coordinates with users and			
			systems development personnel on releases of			
			software. Verifies the completeness and accuracy			
			of release libraries before implementation and			
			ensures that correct versions of programs are			
			included in specified releases. Makes			
			recommendations to superiors regarding the			
			acquisition and/or implementation of software to			
			increase information systems efficiency,			
			configuration management activities including			
			product identification, change control, status			
			accounting, operation of the program support			
			library, and development and monitoring of			
			equipment/system acceptance plans. Operates and			
			manages program support library. Monitors library			
			structure and procedures to assure system			
			integrity, including procedures for collection,			
			release, production, test, and emergency libraries			
			and the movement/migration of components			
E41E1S	Configuration Manager III	Minimum of 10 years specialized experience in configuration management	between libraries. May supervise lower level	E11	\$144.18	\$149.95
54151S	Configuration Manager III		Oversee and perform duties of controlling and	E11	φ1 44 .10	क्राक्त्र.५७
			monitoring software packages and configurations;			
1			Coordination of release engineering; monitoring			
			software product life cycle (documentation,			
			procedures, deliverables). May supervise lower			
54151S	Configuration Manager II	experience in configuration management		E8	\$122.31	\$127.21
211010	o sgaration managor n		p		Ψ122.01	Ψ.ΖΖ.

Minimum of .5 years specialized experience in configuration management including training software packages and configurations; Coordination of release engineering; monitoring software product life cycle (documentation, procedures, deliverables) Leads in the planning, design, and implementation of complex communications networks. Assesses and optimizes network design by review and assessment of user needs. Conducts feasibility studies, prepares specifications, evaluates vendor products and makes recommendations on selection for data communication equipment systems. Develops procedures for the operation and management of data communication policies, procedures, and standards. Minimum of 8 years specialized experience in communications Minimum of 8 years specialized experience in communications programs and systems. Reviews and develops the peration and management of data communication policies, procedures, and standards. Leads in the planning, design, and implementation of unique data transmission systems. Develops procedures for the operation and management of user needs. Conducts feasibility studies, prepares specifications, evaluates vendor products and makes recommendations on selection for data communication programs and systems. Provided the programs and systems or networks. Assesses and optimizes network design by review and assessment of user needs. Conducts feasibility studies, prepares specifications, evaluates vendor products and makes recommendations on selection for data communication of unique data transmission systems. Develops procedures for the operation and management of data communication of unique data transmission systems. Develops procedures for the operation and management of data communications programs and systems. Reviews	SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities	Grade Level	Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
of complex communications networks. Assesses and optimizes network design by review and assessment of user needs. Conducts feasibility studies, prepares specifications, evaluates vendor products and makes recommendations on selection for data communication equipment systems or networks. Assists in the design, development and installation of unique data transmission systems. Develops procedures for the operation and management of data communications programs and systems. Reviews and develops telecommunication policies, procedures, and standards. E9 \$150.19 \$156.2 Leads in the planning, design, and implementation of moderately complex communications networks. Assesses and optimizes network design by review and assessment of user needs. Conducts feasibility studies, prepares specifications, evaluates vendor products and makes recommendations on selection for data communication equipment systems or networks. Assists in the design, development and installation of unique data transmission systems. Develops procedures for the operation and management of data communications programs and systems. Reviews	54151S		experience in configuration management	Coordination of release engineering; monitoring software product life cycle (documentation, procedures, deliverables)	E3	\$90.11	\$93.72
Leads in the planning, design, and implementation of moderately complex communications networks. Assesses and optimizes network design by review and assessment of user needs. Conducts feasibility studies, prepares specifications, evaluates vendor products and makes recommendations on selection for data communication equipment systems or networks. Assists in the design, development and installation of unique data transmission systems. Develops procedures for the operation and management of data communications programs and systems. Reviews	E41E4S		Minimum of 8 years specialized	of complex communications networks. Assesses and optimizes network design by review and assessment of user needs. Conducts feasibility studies, prepares specifications, evaluates vendor products and makes recommendations on selection for data communication equipment systems or networks. Assists in the design, development and installation of unique data transmission systems. Develops procedures for the operation and management of data communications programs and systems. Reviews and develops telecommunication policies,	F0	\$150.10	\$15G 20
			Minimum of 6 years specialized	Leads in the planning, design, and implementation of moderately complex communications networks. Assesses and optimizes network design by review and assessment of user needs. Conducts feasibility studies, prepares specifications, evaluates vendor products and makes recommendations on selection for data communication equipment systems or networks. Assists in the design, development and installation of unique data transmission systems. Develops procedures for the operation and management of data communications programs and systems. Reviews and develops telecommunication policies,			\$150.20 \$137.45

					Onsite	Offsite
					Commercial	Commercial
					Hourly Rate	Hourly Rate
		Minimum / General Experience and				(effective Jan 1,
SIN	Labor Category	Years of Experience	Responsibilities	Grade Level	2023)	2023)
			Provides support in the planning, design, and			
			implementation of communications networks.			
			Assesses and optimizes network design by review			
			and assessment of user needs. Conducts feasibility			
			studies, prepares specifications, evaluates vendor			
			products and makes recommendations on			
1			selection for data communication equipment			
1			systems or networks. Assists in the design,			
			development and installation of unique data			
			transmission systems. Develops procedures for the			
			operation and management of data			
			communications programs and systems. Reviews			
		Minimum of 1 year specialized	and develops telecommunication policies,			
54151S	Communication Specialist II	experience in communicatiions	procedures, and standards.	E5	\$114.14	\$118.71
			Assists in the planning, design, and implementation			
			of communications networks. Assesses and			
			optimizes network design by review and			
			assessment of user needs. Conducts feasibility			
			studies, prepares specifications, evaluates vendor			
			products and makes recommendations on			
			selection for data communication equipment			
			systems or networks. Assists in the design,			
			development and installation of unique data			
			transmission systems. Develops procedures for the			
		NATIONAL OF FAMILIES AND ADDRESS OF THE PARTY OF THE PART	operation and management of data			
		Minimum of .5 years specialized	communications programs and systems. Reviews			
F44540	Communication Consider		and develops telecommunication policies,	F 2	#400 40	0400.04
54151S	Communication Specialist I	training	procedures, and standards. Leading in the maintenance of complex computer	E3	\$102.13	\$106.21
1			operating systems including performing upgrades,			
			installs, and configuration of application software and computer hardware. Also responsible for			
		Minimum of 8 years specialized	creating and managing system permissions and			
54151S	System Administrator IV	experience in systems administration	user accounts.	E9	\$144.18	\$149.95
041010	System Administrator IV	oxponence in systems administration	Leading in the maintenance of moderately complex	LU	ψ177.10	ψ170.00
			computer operating systems including performing			
1			upgrades, installs, and configuration of application			
			software and computer hardware. Also responsible			
		Minimum of 6 years specialized	for creating and managing system permissions and			
54151S	System Administrator III	experience in systems administration	user accounts.	E8	\$126.16	\$131.21
	· ·					· · · · · · · · · · · · · · · · · · ·

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities	Grade Level		Offsite Commercial Hourly Rate (effective Jan 1, 2023)
	3 ,	·	Supporting in the maintenance of computer		,	
			operating systems including performing upgrades,			
			installs, and configuration of application software			
			and computer hardware. Also responsible for			
		Minimum of 1 year specialized	creating and managing system permissions and			
54151S	System Administrator II	experience in systems administration	user accounts.	E5	\$110.08	\$114.49
			Assisting in the maintenance of computer operating			
			systems including performing upgrades, installs,			
		NAInternal of Francisco and stational	and configuration of application software and			
		Minimum of .5 years specialized	computer hardware. Also responsible for creating			
F4454C	Customs Administrator I	experience in systems administration	and managing system permissions and user	Ε2	\$90.11	\$93.72
54151S	System Administrator I	including training	accounts. Leads in preventing and mitigating security	E3	\$90.11	\$93.72
			breaches that may arise within company's			
			computer systems. Possess a background in all			
		Minimum of 8 years specialized	fields such as information security, application			
54151S		experience in IT systems security	security, network security, and mobile security.	E9	\$198.25	\$206.18
041010	Cystems security specialist 1	oxponence in the cyclemic decantly	Leads in preventing and mitigating security		ψ100.20	Ψ200.10
			breaches that may arise within company's			
			computer systems. Possess a background in up to			
			three of the fields such as information security,			
		Minimum of 6 years specialized	application security, network security, and mobile			
54151S		experience in IT systems security	security.	E8	\$173.02	\$179.94
			Assists in preventing and mitigating security			
			breaches that may arise within company's			
			computer systems. Possess a background in up to			
			two of the fields such as information security,			
		Minimum of 1 year specialized	application security, network security, and mobile			
54151S	Systems Security Specialist II	experience in IT systems security	security.	E5	\$144.18	\$149.95
		Minimum of .5 years specialized	Assists in preventing and mitigating security			
		experience in IT systems security	breaches that may arise within company's		0.400.45	
54151S	Systems Security Specialist I	including training	computer systems.	E3	\$120.15	\$124.96
		Materian of 40 constructions	Provides business knowledge, best practices, and			
544540	Danielia Famont	Minimum of 10 years of specialized	expertise in a particular domain. Expertise can be	E44	¢400.50	C407.47
54151S	Domain Expert	experience in a particular domain	broadly defined in the areas of industry	E11	\$189.59	\$197.17

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities	Grade Level	Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
541518	Business Process Engineer II	capture, analytical and structured analysis techniques, business process documentation, and systems	Applies process improvement and reengineering methodologies and principles to conduct process modernization projects. Duties include activity and data modeling, developing modern business methods, identifying best practices and creating and assessing performance measurements. Responsible for effective transitioning of existing project teams and the facilitation of project teams in the accomplishment of project activities and objectives. Provides group facilitation, interviewing, training, and provides additional forms of knowledge transfer. Key coordinator between multiple project teams to ensure enterprise-wide integration of reengineering efforts	E11	\$186.24	\$193.69
541518		Minimum of 8 years of specialized experience which applies to solid understanding of business process,	Applies process improvement and reengineering methodologies and principles to conduct process modernization projects. Duties include activity and data modeling. Responsible for effective transitioning of existing project teams and the accomplishment of project activities and objectives. Provides interviewing, training, and additional forms of knowledge transfer. Coordinates between multiple project teams to ensure enterprise-wide integration of reengineering efforts	E 9	\$158.60	\$164.94

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities		Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
			Responsible for developing business strategic		-	
			plans, business cases, business requirements, and business process documentation. Coordinates			
			requirements and process changes across multiple			
			cross functional user groups. Provides guidance on			
			end user training to ensure that it incorporates			
			business process changes as well as requirements			
			and is user friendly. Participates in reviews and/or			
			documentation of end user training guides to			
			ensure accuracy of business process changes and			
			requirements. Coordinates and works closely with			
			the business in evolving the requirements as the			
			project progresses ensuring that as scope if finalized, to ensure end user preparedness. May			
			document system requirements based on the			
		Minimum of 10 years of specialized	business requirements identified. Reviews system			
		experience which applies to solid	development life cycle work products to ensure that			
		understanding of business and systems	the business requirements are accounted for.			
		requirements organization and capture,	Provides alternatives and recommendations to			
		analytical and structured analysis	issues as they are identified and works closely with			
		techniques, business process	the business to ensure speedy resolution. Brings to			
		documentation, change management,	the customer industry knowledge and experience		* 400 T 0	,,
54151S	Functional Subject Matter Exp	and systems development life cycle.	based on previous past performance.	E11	\$168.79	\$175.54

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities			Offsite Commercial Hourly Rate (effective Jan 1, 2023)
		Minimum of 8 years of specialized experience which applies to solid understanding of functional and systems IT requirements organization and capture; analytical and structured analysis techniques; process documentation; change management;	Responsible for developing IT strategic plans, IT business cases, functional requirements, and process documentation related to application use such as workflow, reporting, and user interface. Coordinates IT requirements and process changes across multiple functional user groups. Provides guidance on end user IT training to ensure that it incorporates the holistic picture of IT inclusive of IT requirements, policy, and process changes. Participates in reviews and/or documentation of end user IT training guides to ensure accuracy of changes and requirements. Coordinates and works closely with the business in ensuring scope and scope changes are documented as the IT project progresses. Supports change management to ensure end user preparedness of IT application. May document system requirements based on the functional requirements identified. Reviews system development life cycle work products to ensure that the functional requirements are accounted for. Provides alternatives and recommendations to issues as they are identified and works closely with			
54151S	Sr. IT Functional Analyst	and systems development life cycle	the business to ensure speedy resolution.	E9	\$149.23	\$155.20

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities		Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
			Responsible for developing IT business cases,			
			functional requirements, and process documentation related to application use such as			
			workflow, reporting, and user interface. Coordinates			
			IT requirements and process changes across			
			multiple functional user groups. Provides guidance			
			on end user IT training to ensure that it			
			incorporates the holistic picture of IT inclusive of IT			
			requirements, policy, and process changes.			
			Participates in reviews and/or documentation of			
			end user IT training guides to ensure accuracy of			
			changes and requirements. Coordinates and works			
			closely with the business in ensuring scope and			
			scope changes are documented as the IT project progresses. Supports change management to			
		Minimum of 6 years of specialized	ensure end user preparedness of IT application.			
		experience which applies to solid	May document system requirements based on the			
		understanding of functional and systems	functional requirements identified. Reviews system			
		IT requirements organization and	development life cycle work products to ensure that			
		capture; analytical and structured	the functional requirements are accounted for.			
		analysis techniques; process	Provides alternatives and recommendations to			
		documentation; change management;	issues as they are identified and works closely with			
54151S	IT Functional Analyst II	and systems development life cycle	the business to ensure speedy resolution.	E8	\$134.19	\$139.55

					Onsite Commercial	Offsite Commercial
					Hourly Rate	Hourly Rate
		Minimum / General Experience and			(effective Jan 1,	(effective Jan 1,
SIN	Labor Category	Years of Experience	Responsibilities	Grade Level	2023)	2023)
			Responsible for developing business cases, business requirements, and business process documentation. May participate in reviews and/or documentation of end user training guides to ensure accuracy of business process changes and requirements. Works closely with the business in evolving the requirements as the project			
			progresses ensuring that as scope if finalized, the end users prepare themselves both in terms of process, data conversion activities involving business lines, and potential work around related to			
		Minimum of 4 years of specialized	the system deployment. May document system			
		experience which applies to solid	requirements based on the business requirements			
		understanding of business and systems	identified. Reviews system development life cycle			
		requirements organization and capture,	work products to ensure that the business			
		analytical and structured analysis	requirements are accounted for. Provides			
		techniques, business process	alternatives and recommendations to issues as			
544540	IT From the world American I	documentation, change management,	they are identified and works closely with the	F-7	¢440.00	044440
54151S	IT Functional Analyst I	and systems development life cycle.	business to ensure speedy resolution.	E7	\$110.08	\$114.48
			Responsible for developing business cases, requirements, and process documentation with			
			specific emphasis on financial analysis and			
			reporting from IT applications. May participate in			
			reviews and/or documentation of end user training			
			guides to ensure accuracy of business and system			
			process changes and requirements. Works closely			
			with the business and IT in evolving the system			
			requirements as the project progresses ensuring			
			that as scope if finalized, the end users prepare			
			themselves both in terms of process, data			
			conversion activities involving business lines, and			
		Minimum of 4 years of aposicilized	potential work around related to the system			
		Minimum of 4 years of specialized experience which applies to solid	deployment. May document system requirements based on the business requirements identified.			
		understanding of financial requirements,	Reviews system development life cycle work			
		financial applications, organization and	products to ensure that the business requirements			
		capture, analytical and structured	are accounted for. Provides alternatives and			
		analysis techniques, process methods,	recommendations to issues as they are identified			
		change management, and systems	and works closely with the business to ensure			
54151S	IT Financial Analyst I	development life cycle.	speedy resolution.	E7	\$110.08	\$114.48

Leads in the development and modification of complex systems and develops subsystems for enhancement of overall operational system. Exercises analytical techniques when gathering information from the users, defining work problems, designing a system of computer programs and developing procedures to resolve the problems. Good understanding of structured analysis techniques. Creates, modifies, and maintains business models of application requirements. Minimum of 4 years of specialized Provides methods, tools, and support for ensuring	SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities	Grade Level		Offsite Commercial Hourly Rate (effective Jan 1, 2023)
complex systems and develops subsystems for enhancement of overall operational system. Exercises analytical techniques when gathering information from the users, defining work problems, designing a system of computer programs and developing procedures to resolve the problems. Good understanding of structured analysis techniques. Creates, modifies, and maintains business models of application requirements. Minimum of 4 years of specialized Provides methods, tools, and support for ensuring	54151S	Sr. System Analyst	experience which applies to solid understanding of business and systems requirements organization and capture, project planning, cross functional user coordination, quality assurance, analytical and structured analysis techniques, and systems development	requirements, gathers information, analyzes data. Reviews other team member's work products for completeness and correctness. May participate in the development and review of programming project plans, Q/A plans, and deployment plans when required. Provides support for structured analysis techniques. Creates, modifies, and maintains business models of application requirements. Provides methods, tools, and support for ensuring requirements are captured in overall system. Participates in cross-project integration support and quality assurance services. Assists project leader in scheduling and ensuring completion of structured walkthroughs of deliverables. Participates in the development and	E8	\$132.94	\$138.25
understanding of business and systems requirements organization and capture, analytical and structured analysis techniques, and systems development to the following systems development to the following systems and leads cross-project integration support and quality assurance services. Participates in technical peer reviews of other team members' analysis work products for completeness			experience which applies to solid understanding of business and systems requirements organization and capture, analytical and structured analysis techniques, and systems development	complex systems and develops subsystems for enhancement of overall operational system. Exercises analytical techniques when gathering information from the users, defining work problems, designing a system of computer programs and developing procedures to resolve the problems. Good understanding of structured analysis techniques. Creates, modifies, and maintains business models of application requirements. Provides methods, tools, and support for ensuring requirements are captured in overall system. Coordinates and leads cross-project integration support and quality assurance services. Participates in technical peer reviews of other team members' analysis work products for completeness			\$127.21

SIN	Labor Category	Minimum / General Experience and Years of Experience	Responsibilities		Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
541518	System Analyst I	Minimum of 1 year of specialized experience which applies to solid understanding of business and systems requirements organization and capture, analytical and structured analysis techniques, and systems development life cycle.	May participate in the development and modification of complex systems and develops subsystems for enhancement of overall operational system. May exercise analytical techniques when gathering information from the users, defining work problems, designing a system of computer programs and developing procedures to resolve the problems. Provides support for structured analysis techniques. Creates, modifies, and maintains business models of application requirements. Provides methods, tools, and support for ensuring requirements are captured in overall system. Participates in cross-project integration support and quality assurance services. May participate in technical peer reviews of other team members' analysis work products for completeness and correctness.	E 5	\$101.28	\$105.33
54151S	Technical Writer II	Minimum of 6 years specialized experience which applies to editing and technical writing	Researches, writes, edits, and proofreads technical data for use in documents or sections of documents such as manuals, procedures, specifications, special reports, and any other customer deliverables and documents. Ensures technical documentation is accurate, complete, meets editorial and government specifications and adheres to standards for quality, graphics, coverage, format, and style. Assists in establishing style guidelines and standards for texts and illustrations. Excellent written communication skills are required.	E8	\$96.12	\$99.97

					Onsite	Offsite
					Commercial	Commercial
					Hourly Rate	Hourly Rate
		Minimum / General Experience and			(effective Jan 1,	(effective Jan 1,
SIN	Labor Category	Years of Experience	Responsibilities	Grade Level	2023)	2023)
			Reviews, analyzes, and edits technical and			
			functional documents. These documents include			
			strategic plans, system specifications, system			
			requirements, user manuals, training manuals, and			
			studies results. Supports the development of			
			executive summaries of documents. Performs			
		Minimum of 4 years specialized	research and analysis and prepares documentation			
		experience which applies to editing and	for user interviews and supports the requirements			
54151S	Technical Writer I	technical writing	gathering sessions by performing scribe functions	E7	\$83.17	\$86.50
0+1010	T COMMON WINCE T	tooning withing	Reviews, analyzes, and edits technical and		φοσ.17	ψου.σο
			functional documents. These documents include			
			strategic plans, system specifications, system			
			requirements, user manuals, training manuals, and			
			'			
			studies results. Supports the development of			
		Minimum of Oursess and distinct	executive summaries of documents. Performs			
		Minimum of 2 years specialized	research and analysis and prepares documentation			
		experience which applies to editing and	for user interviews and supports the requirements		400.40	
54151S	Jr. Technical Writer	technical writing	gathering sessions by performing scribe functions	E6	\$62.43	\$64.93
			Performs office administration, contract			
			administration and facility operation activities.			
			Assists in all business, cost containment, and			
			accounting activities. Provides cost control advice			
			to management. Prepares correspondence and			
			maintains filing and tracking system for easy			
		Minimum of 1 year specialized	retrieval. Maintains calendar of management			
		experience in office management and	activities. Assists in preparing management			
54151S	Executive Admin II	secretarial duties	progress reports.	E5	\$90.11	\$93.72
			Assists in office administration, contract			
			administration and facility operation activities.			
			Assists in business, cost containment, and			
			accounting activities. Prepares correspondence			
		Minimum of .5 years specialized	and maintains filing and tracking system for easy			
		experience in office management and	retrieval. Maintains calendar of management			
54151S	Executive Admin I	secretarial duties including training	activities.	E3	\$72.09	\$74.97
371010	Excodero / Millin	255. Starial dation molading training	Provides full tierered user support on production		Ψ. Σ. Ο Ο	ψ, γ, ο,
		Minimum 8 years specialized experience	applications. Addresses user issues reported and			
		including training which applies to solid	coordinates their resolution with the development,			
		organization, coordination, and	testing, and user groups. Identifies workarounds			
			while fixes need to be made. Manages a trouble log			
			1			
E44E40	Holp Dook Surer and N	track, and manage problems and	of reported incidents and follows up with the user	Ε0	¢110 FF	6404 04
54151S	HelpDesk Support IV	defects reported.	on results.	E9	\$116.55	\$121.21

					.	0.55
					Onsite	Offsite
					Commercial	Commercial
					Hourly Rate	Hourly Rate
		Minimum / General Experience and			· ·	(effective Jan 1,
SIN	Labor Category	Years of Experience	Responsibilities	Grade Level	2023)	2023)
			Provides 1st and 2nd tier user support on			
			production applications. Addresses user issues			
		including training which applies to solid	reported and coordinates their resolution with the			
		organization, coordination, and	development, testing, and user groups. Identifies			
		communication skills and ability to enter,	workarounds while fixes need to be made.			
		track, and manage problems and	Manages a trouble log of reported incidents and			
54151S	HelpDesk Support III	defects reported.	follows up with the user on results.	E7	\$104.53	\$108.71
			Provides 1st tier user support on production	_		
		Minimum 1 year specialized experience	applications. Addresses user issues reported and			
		including training which applies to solid	coordinates their resolution with the development,			
		organization, coordination, and	testing, and user groups. Identifies workarounds			
		communication skills and ability to enter,	while fixes need to be made. Manages a trouble log			
		track, and manage problems and	of reported incidents and follows up with the user			
54151S	HelpDesk Support II	defects reported.	on results.	E5	\$92.52	\$96.22
		·	Provides user support on production applications.			
		Minimum .5 year specialized experience	Addresses user issues reported and coordinates			
		including training which applies to solid	their resolution with the development, testing, and			
		organization, coordination, and	user groups. Identifies workarounds while fixes			
			need to be made. Manages a trouble log of			
		track, and manage problems and	reported incidents and follows up with the user on			
54151S	HelpDesk Support	defects reported.	results.	E3	\$84.83	\$88.22
		·	Provides team leadership as well as highly			
			technical expertise and guidance in the design,			
			implementation, operation and maintenance of			
			database management systems (DBMS).			
			Evaluates and recommends additional DBMS add-			
			on products or utilities after matching requirements			
			with system capabilities. Determines file			
			organization, indexing methods, and security			
			procedures for specific applications. Controls the			
			design and use of the database. Ensures backup			
			and recovery of databases (from accidental or			
			intentional damage or loss), and monitors the use			
			of databases. Must be capable of defining all			
		Minimum of 8 years specialized	required database administration policies,			
		experience which applies to in-depth	procedures, standards, and guidelines. Is the			
			authority on the design of the database,			
		design, performance tuning,	performance tuning, and the use of the database			
54151S	Principle DBA	maintenance, and application support.	management system.	E9	\$150.19	\$156.20
041010	Truncible DDA	maintenance, and application support.	management system.	⊏9	φ 100.19	φ130.20

					Onsite	Offsite
					Commercial	Commercial
					Hourly Rate	Hourly Rate
		Minimum / General Experience and				(effective Jan 1,
SIN	Labor Category	Years of Experience	Responsibilities	Grade Level	2023)	2023)
			Provides highly technical expertise and guidance in			
			the design, implementation, operation and			
			maintenance of database management systems			
			(DBMS). Evaluates and recommends additional			
			DBMS add-on products or utilities after matching			
1			requirements with system capabilities. Determines			
			file organization, indexing methods, and security			
1			procedures for specific applications. Controls the			
			design and use of the database. Ensures backup			
			and recovery of databases (from accidental or			
			intentional damage or loss), and monitors the use			
			of databases. Must be capable of defining all			
		Minimum of 4 years specialized	required database administration policies,			
		experience which applies to in-depth	procedures, standards, and guidelines. Is the			
			authority on the design of the database,			
	0 554	design, performance tuning,	performance tuning, and the use of the database		# 400.04	#400.05
54151S	Sr. DBA	maintenance, and application support.	management system.	E7	\$132.94	\$138.25
			Provides technical expertise in the design,			
			implementation, operation and maintenance of			
			database management systems (DBMS). May			
			assist in defining the file organization, indexing			
			methods, and security procedures for specific			
1			applications. May assist in the design and use of			
			Oracle databases. Assists in performance tuning of			
			applications and database. Ensures backup and			
		Minimum of 2 years specialized	recovery of databases (from accidental or			
		experience which applies to good	intentional damage or loss), and monitors the use			
1		understanding of database structure and	of databases. Assists in defining required database			
		design, performance tuning,	administration policies, procedures, standards, and			
54151S	Database Administrator	maintenance, and application support.	guidelines.	E6	\$107.61	\$111.91
			Provides clerical support related to data			
1			maintenance in systems or defined tools and			
			templates. Provides reconciliation analysis of data			
1		Requires no previous experience other	across multiple sources and works with support			
			groups to determine best source of information			
54151S	Data Entry Specialist I		where discrepancies exist	E4	\$28.27	\$29.40
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EDUCATION AND EXPERIENCE TABLE

Level	Minimum Education Background	Specialized Work
E15	Masters degree or BS/BA degree with 15 years of data processing experience or AS/AA degree with 17 years data processing experience or High school diploma with 19 years data processing experience Masters degree or	15 years
E14	Masters degree or BS/BA degree with 14 years of data processing experience or AS/AA degree with 16 years data processing experience or High school diploma with 18 years data processing experience	14 years
E13	Masters degree or BS/BA degree with 13 years of data processing experience or AS/AA degree with 15 years data processing experience or High school diploma with 17 years data processing experience	13 years
E12	Masters degree or BS/BA degree with 12 years of data processing experience or AS/AA degree with 14 years data processing experience or High school diploma with 16 years data processing experience	12 years
E11	Masters degree or BS/BA degree with 10 years of data processing experience or AS/AA degree with 12 years data processing experience or High school diploma with 14 years data processing experience	10 years
E10	BS/BA degree with 9 years of data processing experience or AS/AA degree with 11 years data processing experience or High school diploma with 13 years data processing	9 years
E9	BS/BA degree with 8 years of data processing experience or AS/AA degree with 10 years data processing experience or High school diploma with 12 years data processing	8 years
E8	BS/BA degree with 6 years of data processing experience or AS/AA degree with 8 years data processing experience or High school diploma with 10 years data processing experience	6 years
E7	BS/BA degree with 4 years of data processing experience or AS/AA degree with 6 years data processing experience or High school diploma with 8 years data processing experience	4 years
E6	BS/BA degree with 2 years of data processing experience or AS/AA degree with 4 years data processing experience or High school diploma with 6 years data processing experience	2 years
E5	BS/BA or AS/AA degree and 1 year data processing work experience or High School Diploma and 5 years data processing work	1 year
E4	BS/BA or AS/AA degree or High School Diploma and 4 years data processing work experience	0 years
E3	BS/BA or AS/AA degree or High School Diploma and 3 years work experience	5 year (training required
E2	AS/AA degree or High School Diploma and 2 years work experience	0 years
E1	High School Diploma	0 years