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## 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	Grade Level	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 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 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.	E9	\$189.89	\$197.48

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 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.	E7	\$132.94	\$138.25

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	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 oversight, scheduling, and leadership.	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.	E6	\$102.65	\$106.75
54151S	Technical 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 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.	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)
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	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 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.	E7	\$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)
54151S	Enterprise Architect	Minimum of 9 years of specialized experience which applies to full understanding of the systems development life cycle and technical and application architecture and design.	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 being development.	E10	\$183.47	\$190.81
54151S	Sr. Architect	Minimum of 6 years of specialized experience which applies to full understanding of the systems development life cycle and technical and application architecture and design.	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 being development.	E8	\$151.92	\$158.00

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	Architect	Minimum of 4 years of specialized experience which applies to full understanding of the systems development life cycle and technical and application architecture and design.	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 being development.	E7	\$115.21	\$119.82



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 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

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 III	Minimum of 4 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. May participate and provide support to architecture team.	E7	\$154.44	\$160.62

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 II	Minimum of 2 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	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.	E5	\$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)
54151S	Graphics Design Specialist II	Minimum of 3 years specialized experience which applies to graphics design techniques of simple to complex complexity	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 available graphics packages.	E6	\$102.13	\$106.21
54151S	Graphics Design Specialist I	Minimum of 1 year specialized experience which applies to graphics design techniques of simple to medium complexity	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.	E4	\$72.09	\$74.97

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	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.	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.	<p>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.</p>	E7	\$108.14	\$112.46
54151S	Web Designer II	Minimum of 2 years specialized experience which applies to systems analysis and design techniques for moderately complex web-based systems.	<p>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.</p>	E6	\$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	Web Designer I	Requires no previous experience other than college degree. Company offered training courses may be completed	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 interface implementation. Requires strong navigation and site design instincts. Includes graphic design.	E4	\$78.10	\$81.22
54151S	Web Content Administrator III	Minimum of 4 years specialized experience which applies to systems analysis and design techniques for web-based 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).	E7	\$103.33	\$107.46



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)
54151S	Web Content Administrator II	Minimum of 2 years specialized experience which applies to systems analysis and design techniques for web-based 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).	E6	\$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	Web Content Administrator I	Minimum of 1 year specialized experience which applies to systems analysis and design techniques for web-based 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).	E5	\$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.	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.	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.	E7	\$72.09	\$74.97

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	Sr. Quality Assurance Analyst	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 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 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	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	Quality Assurance Analyst	Minimum of 1 year of specialized experience which applies to good understanding of quality best practices, principles and guidelines, requirements traceability, and testing phase preparation and execution.	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.	E5	\$93.68	\$97.43
54151S	Jr. Quality Assurance Analyst	Requires no previous experience other than college degree. Company offered training courses may be completed	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	Grade Level	Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	Automated Testing Specialist	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	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

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 III	Minimum of 10 years specialized experience in configuration management	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 between libraries. May supervise lower level personnel.	E11	\$144.18	\$149.95
54151S	Configuration Manager II	Minimum of 6 years specialized experience in configuration management	Oversee and perform duties of controlling and monitoring software packages and configurations; Coordination of release engineering; monitoring software product life cycle (documentation, procedures, deliverables). May supervise lower level personnel.	E8	\$122.31	\$127.21



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 communication	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.	E9	\$150.19	\$156.20
54151S	Communication Specialist III	Minimum of 6 years specialized experience in communication	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	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	Communication Specialist II	Minimum of 1 year specialized experience in communications	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 standards.	E5	\$114.14	\$118.71
54151S	Communication Specialist I	Minimum of .5 years specialized experience in communications including training	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 standards.	E3	\$102.13	\$106.21
54151S	System Administrator IV	Minimum of 8 years specialized experience in systems administration	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

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	System Administrator III	Minimum of 6 years specialized experience in systems administration	Leading in the maintenance of moderately 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.	E8	\$126.16	\$131.21
54151S	System Administrator II	Minimum of 1 year specialized experience in systems administration	Supporting in the maintenance of 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.	E5	\$110.08	\$114.49
54151S	System Administrator I	Minimum of .5 years specialized experience in systems administration including training	Assisting in the maintenance of 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.	E3	\$90.11	\$93.72
54151S	Systems Security Specialist IV	Minimum of 8 years specialized experience in IT systems security	Leads in preventing and mitigating security breaches that may arise within company's computer systems. Possess a background in all fields such as information security, application security, network security, and mobile security.	E9	\$198.25	\$206.18
54151S	Systems Security Specialist III	Minimum of 6 years specialized experience in IT systems security	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, application security, network security, and mobile security.	E8	\$173.02	\$179.94
54151S	Systems Security Specialist II	Minimum of 1 year specialized experience in IT systems security	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, application security, network security, and mobile security.	E5	\$144.18	\$149.95
54151S	Systems Security Specialist I	Minimum of .5 years specialized experience in IT systems security including training	Assists in preventing and mitigating security breaches that may arise within company's computer systems.	E3	\$120.15	\$124.96
54151S	Domain Expert	Minimum of 10 years of specialized experience in a particular domain	Provides business knowledge, best practices, and expertise in a particular domain. Expertise can be 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)
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 development life cycle.	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 development life cycle.	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	E9	\$158.60	\$164.94

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	Functional Subject Matter Exp	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 is 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	Grade Level	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; and systems development life cycle	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	Grade Level	Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	IT Functional Analyst II	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; and systems development life cycle	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	Grade Level	Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	IT Functional Analyst I	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, business process documentation, change management, and systems development life cycle.	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 is 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.	E7	\$110.08	\$114.48



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	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 is 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.	E7	\$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

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	Systems Analyst II	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 life cycle.	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 and correctness.	E7	\$122.31	\$127.21
54151S	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.	E5	\$101.28	\$105.33

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 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
54151S	Technical Writer I	Minimum of 4 years specialized experience which applies to editing and technical writing	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 research and analysis and prepares documentation for user interviews and supports the requirements gathering sessions by performing scribe functions	E7	\$83.17	\$86.50
54151S	Jr. Technical Writer	Minimum of 2 years specialized experience which applies to editing and technical writing	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 research and analysis and prepares documentation for user interviews and supports the requirements gathering sessions by performing scribe functions	E6	\$62.43	\$64.93
54151S	Executive Admin II	Minimum of 1 year specialized experience in office management and secretarial duties	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 retrieval. Maintains calendar of management activities. Assists in preparing management 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 secretarial duties including training	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
54151S	HelpDesk Support IV	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 reported.	Provides full tiered 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	\$116.55	\$121.21
54151S	HelpDesk Support III	Minimum 4 years specialized experience including training which applies to solid organization, coordination, and communication skills and ability to enter, track, and manage problems and defects reported.	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.	E7	\$104.53	\$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 reported.	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.	E5	\$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, track, and manage problems and defects reported.	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 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.	E9	\$150.19	\$156.20
54151S	Sr. DBA	Minimum of 4 years specialized experience which applies to in-depth understanding of database structure and design, performance tuning, maintenance, and application support.	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.	E7	\$132.94	\$138.25

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	Database Administrator	Minimum of 2 years specialized experience which applies to good understanding of database structure and design, performance tuning, maintenance, and application support.	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 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
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	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	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 experience	9 years
E9	Masters degree or 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 experience	8 years
E8	Masters degree 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	Grade Level	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 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 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.	E9	\$189.89	\$197.48

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 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.	E7	\$132.94	\$138.25

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	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 oversight, scheduling, and leadership.	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.	E6	\$102.65	\$106.75
54151S	Technical 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.	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.	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)
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	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 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.	E7	\$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)
54151S	Enterprise Architect	Minimum of 9 years of specialized experience which applies to full understanding of the systems development life cycle and technical and application architecture and design.	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 being development.	E10	\$183.47	\$190.81
54151S	Sr. Architect	Minimum of 6 years of specialized experience which applies to full understanding of the systems development life cycle and technical and application architecture and design.	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 being development.	E8	\$151.92	\$158.00

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	Architect	Minimum of 4 years of specialized experience which applies to full understanding of the systems development life cycle and technical and application architecture and design.	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 being development.	E7	\$115.21	\$119.82
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

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 III	Minimum of 4 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. May participate and provide support to architecture team.	E7	\$154.44	\$160.62

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 II	Minimum of 2 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	E6	\$134.55	\$139.93
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.	E5	\$113.94	\$118.50



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	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
54151S	Graphics Design Specialist II	Minimum of 3 years specialized experience which applies to graphics design techniques of simple to complex complexity	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 available graphics packages.	E6	\$102.13	\$106.21
54151S	Graphics Design Specialist I	Minimum of 1 year specialized experience which applies to graphics design techniques of simple to medium complexity	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.	E4	\$72.09	\$74.97

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	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.	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.	E7	\$108.14	\$112.46
54151S	Web Designer II	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	Grade Level	Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	Web Designer I	Requires no previous experience other than college degree. Company offered training courses may be completed	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 interface implementation. Requires strong navigation and site design instincts. Includes graphic design.	E4	\$78.10	\$81.22
54151S	Web Content Administrator III	Minimum of 4 years specialized experience which applies to systems analysis and design techniques for web-based 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).	E7	\$103.33	\$107.46

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)
54151S	Web Content Administrator II	Minimum of 2 years specialized experience which applies to systems analysis and design techniques for web-based 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).	E6	\$90.11	\$93.72
54151S	Web Content Administrator I	Minimum of 1 year specialized experience which applies to systems analysis and design techniques for web-based 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).	E5	\$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.	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.	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.	E7	\$72.09	\$74.97

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	Sr. Quality Assurance Analyst	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 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 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
54151S	Quality Assurance Analyst	Minimum of 1 year of specialized experience which applies to good understanding of quality best practices, principles and guidelines, requirements traceability, and testing phase preparation and execution.	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.	E5	\$93.68	\$97.43



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	Jr. Quality Assurance Analyst	Requires no previous experience other than college degree. Company offered training courses may be completed	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
54151S	Automated Testing Specialist	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	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

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 III	Minimum of 10 years specialized experience in configuration management	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 between libraries. May supervise lower level personnel.	E11	\$144.18	\$149.95
54151S	Configuration Manager II	Minimum of 6 years specialized experience in configuration management	Oversee and perform duties of controlling and monitoring software packages and configurations; Coordination of release engineering; monitoring software product life cycle (documentation, procedures, deliverables). May supervise lower level personnel.	E8	\$122.31	\$127.21

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 communications	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.	E9	\$150.19	\$156.20
54151S	Communication Specialist III	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	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	Communication Specialist II	Minimum of 1 year specialized experience in communications	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 standards.	E5	\$114.14	\$118.71
54151S	Communication Specialist I	Minimum of .5 years specialized experience in communications including training	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 standards.	E3	\$102.13	\$106.21
54151S	System Administrator IV	Minimum of 8 years specialized experience in systems administration	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
54151S	System Administrator III	Minimum of 6 years specialized experience in systems administration	Leading in the maintenance of moderately 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.	E8	\$126.16	\$131.21

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	System Administrator II	Minimum of 1 year specialized experience in systems administration	Supporting in the maintenance of 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.	E5	\$110.08	\$114.49
54151S	System Administrator I	Minimum of .5 years specialized experience in systems administration including training	Assisting in the maintenance of 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.	E3	\$90.11	\$93.72
54151S	Systems Security Specialist II	Minimum of 8 years specialized experience in IT systems security	Leads in preventing and mitigating security breaches that may arise within company's computer systems. Possess a background in all fields such as information security, application security, network security, and mobile security.	E9	\$198.25	\$206.18
54151S	Systems Security Specialist II	Minimum of 6 years specialized experience in IT systems security	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, application security, network security, and mobile security.	E8	\$173.02	\$179.94
54151S	Systems Security Specialist II	Minimum of 1 year specialized experience in IT systems security	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, application security, network security, and mobile security.	E5	\$144.18	\$149.95
54151S	Systems Security Specialist I	Minimum of .5 years specialized experience in IT systems security including training	Assists in preventing and mitigating security breaches that may arise within company's computer systems.	E3	\$120.15	\$124.96
54151S	Domain Expert	Minimum of 10 years of specialized experience in a particular domain	Provides business knowledge, best practices, and expertise in a particular domain. Expertise can be 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)
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 development life cycle.	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 development life cycle.	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	E9	\$158.60	\$164.94

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	Functional Subject Matter Exp	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 is 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	Grade Level	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; and systems development life cycle	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	Grade Level	Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	IT Functional Analyst II	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; and systems development life cycle	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	Grade Level	Onsite Commercial Hourly Rate (effective Jan 1, 2023)	Offsite Commercial Hourly Rate (effective Jan 1, 2023)
54151S	IT Functional Analyst I	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, business process documentation, change management, and systems development life cycle.	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 is 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.	E7	\$110.08	\$114.48
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 is 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.	E7	\$110.08	\$114.48

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	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
54151S	Systems Analyst II	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 life cycle.	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 and correctness.	E7	\$122.31	\$127.21

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	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.	E5	\$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

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 Writer I	Minimum of 4 years specialized experience which applies to editing and technical writing	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 research and analysis and prepares documentation for user interviews and supports the requirements gathering sessions by performing scribe functions	E7	\$83.17	\$86.50
54151S	Jr. Technical Writer	Minimum of 2 years specialized experience which applies to editing and technical writing	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 research and analysis and prepares documentation for user interviews and supports the requirements gathering sessions by performing scribe functions	E6	\$62.43	\$64.93
54151S	Executive Admin II	Minimum of 1 year specialized experience in office management and secretarial duties	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 retrieval. Maintains calendar of management activities. Assists in preparing management progress reports.	E5	\$90.11	\$93.72
54151S	Executive Admin I	Minimum of .5 years specialized experience in office management and secretarial duties including training	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
54151S	HelpDesk Support IV	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 reported.	Provides full tiered 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	\$116.55	\$121.21

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	HelpDesk Support III	Minimum 4 years specialized experience including training which applies to solid organization, coordination, and communication skills and ability to enter, track, and manage problems and defects reported.	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.	E7	\$104.53	\$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 reported.	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.	E5	\$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, track, and manage problems and defects reported.	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
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 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.	E9	\$150.19	\$156.20

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	Sr. DBA	Minimum of 4 years specialized experience which applies to in-depth understanding of database structure and design, performance tuning, maintenance, and application support.	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.	E7	\$132.94	\$138.25
54151S	Database Administrator	Minimum of 2 years specialized experience which applies to good understanding of database structure and design, performance tuning, maintenance, and application support.	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 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
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	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	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 experience	9 years
E9	Masters degree or 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 experience	8 years
E8	Masters degree 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