4007 N. Abingdon Street
Arlington, Virginia, USA 22207
http://www.oceansassoc.com

Phone 703-388-9548
Fax: 815-346-2574
Email: OceanAssociates@OceanAssoc.com

Labor Commercial Price List (1/1/2026). Valid until replaced.

Scientific, Technical, Administrative, and Information Technology Services

Category	Hourly	Education	Experience Expected and Position Description
Clerical/Administrative (General)	$98.00	High School	Minimum 1 year of relevant experience or bachelors and no experience. Provides office clerical, secretarial, and admin. functions including typing, payroll, travel, and filing. Works under general supervision.
Consultant I	$177.00	BS in Eng, Science, IT, Languages, Business or relevant field	Minimum 5 years of relevant experience. Provides mid level subject matter expertise in science, eng'g, IT, econ., GIS, administrative systems, history, geog., sociology, acquisitions, languages/translations, regulatory and related areas at state and national level, under guidance of senior staff. May supervise junior staff.
Consultant II	$221.00	MS in engineering, science, IT, Languages, History, Geog. Sociology, Business or relevant field.	Minimum 5 years of relevant experience. Provides program and task order management support. Provides mid-high level subject matter expertise in science, engineering, IT, business, economics, GIS, history, geography, sociology, acquisitions, languages/translations, regulatory and related areas at state, national and/or international level. May supervise staff. Works with minimal supervision. A person in this category is expected to have a broader, more interdisciplinary background than would a Scientist or Engineer.
Consultant III	$264.00	MS in Eng'g, Science, IT, Languages. History, Geog., Sociology, Business or relevant field.	Minimum 10 years of relevant experience. Provides program and task order mgt. support. Provides senior level subject matter expertise in science. eng'g, IT, econ., GIS, administrative systems, history, geog., sociology, acquisitions, languages/translations, regulatory and related areas at state, national and/or international level. May supervise senior staff. Works with minimal supervision.
Consultant IV	$293.00	MS in Eng'g, Science, IT, Languages, History, Geog., Sociology, Business or relevant field.	Minimum 15 years of relevant experience. Provides technical oversight of individual projects and program mgt. Provides senior level subject matter expertise in science, eng'g, econ., GIS, administrative systems, IT, history, geog., sociology, acquisitions, languages/translations, regulatory and related areas at state, national and/or international level. Supports senior client staff.
Executive Consultant I	$331.00	PhD in Eng'g, Science, IT, History, Geog., Sociology, Management, Business or relevant	Minimum 15 years experience including senior-most advisory positions in Gov't or industry. Responsible for methods to advise client. Provides extensive top-level expertise in mgt. of national and international, IT, science, eng'g projects to upper mgt. Provides subject matter

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		field.	expertise in science, technology, history, geog., sociology, administrative systems, regulatory and related areas at state, national and/or international level. Organizes and provides expert testimony. Represents or assists client's senior-most managers.
Executive Consultant II	$425.00	PhD in Eng'g, Science, IT, History, Geog., Sociology, Management, Business or relevant field.	Minimum 20 years of relevant experience including senior-most advisory positions in Government or industry. Responsible for consulting methods to advise client. Provides extensive senior-most level expertise in mgt. of national and international projects to upper mgt. Provides subject matter expertise in science, technology, history, geog., sociology, administrative systems, regulatory and related areas at state, national and/or international level. Organizes and provides expert testimony. Represents client with client's Board of Directors, legislatures, and regulatory groups.
Editor/Graphics Specialist	$119.00	BA or equiv. exp. in science, languages, arts, or graphic design	Minimum 3 years of relevant experience. Provides composition, editorial or graphics design functions on technical documents and presentations in science, eng'g, IT, econ., history, geog., sociology, regulations and related areas. Works under supervision.
Engineer I	$177.00	BS in Eng'g, Science, IT, or relevant field	Minimum 5 years of relevant experience. Provides mid level subject matter expertise in engineering and related areas at state and national level, under guidance of senior staff. May supervise junior staff.
Engineer II	$221.00	MS in Engineering, Science, IT, History, Geog., Sociology or relevant field.	Minimum 5 years of relevant experience. Provides program and task order management support. Provides mid-high level subject matter expertise in engineering and related areas at state, national and/or international level. May supervise staff. Works with minimal supervision.
Engineer III	$264.00	MS in Eng'g, Science, IT, History, Geog., Sociology or relevant field.	Minimum 10 years of relevant experience. Provides program and task order management support. Provides senior level subject matter expertise in engineering and related areas at state, national and/or international level. May supervise senior staff. Works with minimal supervision.
Project Manager	$298.00	PhD in Eng'g, Science, IT, History, Geog., Sociology or relevant field.	Minimum 15 years of relevant experience. Responsible for program mgt. Provides extensive senior level expertise in mgt. of national/international Science, eng'g, IT, projects. Provides subject matter expertise in science, technology, history, geog., sociology, languages, regulatory and related areas at state, national/int'l level. Supports client's senior managers.
Scientist/Technician/Admin I	$105.00	BS or equiv. exp. In science, IT, economics, history, anthropology,	Minimum 2 years of relevant experience. Provides junior level subject matter expertise in science, economics, GIS, history, geography, sociology, regulatory and related areas at state and national level, under guidance

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		geography, sociology, business, GIS languages, arts, graphic design or relevant subjects	of senior staff. In IT, serves as expert in software setup and use, network use, and maintenance of information systems. Provides coordination of administrative functions. Develops and implements filing, data storage, inventory, and procurement systems in support of science and engineering and regulatory functions. May coordinate travel and meeting logistics for senior managers and staff. Operates under own initiative with minimal supervision. May supervise junior staff under guidance of Sr. Staff.
Scientist/Technician/Admin II	$156.00	BS or equiv. experience in IT, Eng'g, Science, Business or relevant field	Minimum 3 years of relevant experience. Provides jr. to mid level subject matter expertise in science, eng'g, econ., GIS, administrative and acquisition systems, languages/translations, IT, regulatory and related areas at state and national level, under guidance of senior staff. May supervise junior staff.
Scientist/Technician/Admin III	$216.00	MS or equiv. experience in IT, Eng'g, Science, Business or relevant field	Minimum 5 years of relevant experience. Provides senior level subject matter expertise in science, eng'g, econ., GIS, administrative and acquisition systems, languages/translations, IT, regulatory and related areas at state and national level. May supervise staff.
Scientist I	$156.00	BS in Eng'g, Science, IT, or relevant field	Minimum 5 years of relevant experience. Provides mid level subject matter expertise in science, economics, GIS, IT, history, geography, sociology, regulatory and related areas at state and national level, under guidance of senior staff. May supervise junior staff.
Scientist II	$210.00	MS in Science, IT, History, Geography, Sociology or relevant field.	Minimum 5 years of relevant experience. Provides program and task order management support. Provides mid-high level subject matter expertise in science, economics, GIS applications, IT, history, geography, sociology, regulatory and related areas at state, national and/or international level. May supervise staff. Works with minimal supervision.
Scientist III	$264.00	MS in Eng'g, Science, IT, History, Geog., Sociology or relevant field.	Minimum 10 years of relevant experience. Provides program and task order management support. Provides senior level subject matter expertise in science, economics, GIS applications, IT, history, geography, sociology, regulatory and related areas at state, national and/or international level. May supervise senior staff. Works with minimal supervision.
Scientist IV	$377.00	MS in Science, IT, History, Geography, Sociology or relevant field.	Minimum 14 years of relevant experience. Provides program and project management support. Provides senior and program level subject matter expertise in science, economics, GIS applications, IT, history, geography, sociology, regulatory and related areas at state, national and/or international level. May supervise and support senior staff. Works with minimal supervision.
Systems Analyst I	$95.00	BS or BA in Eng'g,	No experience required. Provides junior level subject matter

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(Human, Biological, Integrated)		Econ, IT, Science, History, Geog., Sociology, Business or relevant subj.	expertise in science, economics, history, geography, IT, GIS application, administrative and acquisition systems, languages/translations, sociology, regulatory and related areas at state and national level, under guidance of senior staff. Such systems include (among others) ecosystems, administrative and acquisition, communities, prehistoric and present cultures, and international relationships.
Systems Analyst II (Human,Biological, Integrated)	$154.00	BS in Eng'g, Econ., Science. IT or relevant subject	Minimum 3 years relevant experience. Provides mid level subject matter expertise in science, economics, history, geography, IT, GIS application, sociology, regulatory and related areas at state and national level, under guidance of senior staff. Such systems include (among others) ecosystems, communities, prehistoric and present cultures, and international relationships.
Systems Analyst III (Human, Biological, Integrated)	$185.00	BS in Eng'g, Econ., IT, Science or relevant subject	Minimum 5 years of relevant experience. Provides mid level subject matter expertise in science, economics, history, geography, IT, GIS application, sociology, regulatory and related areas at state and national level, under guidance of senior staff. Such systems include (among others) ecosystems, communities, prehistoric and present cultures, and international relationships. May supervise junior staff.
Systems Analyst IV (Human, Biological, Integrated)	$216.00	MS or MA in Science, Economics, IT, History, Anthropology, Geography, Sociology, Business or relevant subject	Minimum 5 years of relevant experience. Provides high level subject matter expertise in science, economics, history, geography, IT, business, GIS application, sociology, regulatory and related areas at state and national level. Such systems include (among others) ecosystems, communities, prehistoric and present cultures, and international relationships. May supervise staff.
Systems Analyst V (Human, Biological, Integrated)	$262.00	MS in Eng'g, IT, Econ., Science, History, Geog., Sociology, Business or relevant subj.	Minimum 10 years of relevant experience. Provides senior subject matter expertise in science, economics, history, geography, IT, GIS application, administrative systems, sociology, regulatory and related areas at state and national level. Such systems include (among others) ecosystems, administrative, communities, prehistoric and present cultures, and intern'l relationships. May supervise senior staff.
Systems Analyst VI (Human, Biological, Integrated)	$377.00	MS or MA in Science, Economics, IT, History, Anthropology, Geography, Sociology, Business or relevant subject	Minimum 14 years of relevant experience. Provides principal level subject matter expertise in science, economics, history, geography, IT, business, GIS application, sociology, regulatory and related areas at state and national level. Such systems include (among others) ecosystems, communities, prehistoric and present cultures, and international relationships. May supervise and support senior staff. Examples include (but not limited to) Computer Science, Mathematics, Mathematical Statistics, Operations Research, and Statistics.

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Systems Analyst I (Physical and Technical)	$95.00	BS or BA in Eng'g, Econ, IT, Science, History, Geog., Sociology, Business or relevant subj.	No experience required. Provides junior level subject matter expertise in systems engineering, modeling, GIS design and development, Information Technology, administrative and acquisition, languages/translations, regulatory reporting, monitoring, and enforcement systems development and related areas at state and national level, under guidance of senior staff. These systems include (among others) research and fishing vessels, ocean and atmospheric physical systems, biological, meteorological and oceanographic data acquisition and processing systems, ship and facility systems in support of environmental services, data recording and analysis systems, and complex modeling systems.
Systems Analyst II (Physical and Technical)	$154.00	BS in Eng'g, Econ., Science. IT, Business, or relevant subject	Minimum 3 years relevant experience. Provides mid level subject matter expertise in systems engineering, modeling, GIS design and development, Information Technology, administrative and acquisition systems, languages/translations, regulatory reporting, monitoring, and enforcement systems development and related areas at state and national level, under guidance of senior staff. These systems include (among others) research and fishing vessels, ocean and atmospheric physical systems, biological, meteorological and oceanographic data acquisition and processing systems, ship and facility systems in support of environmental services, data recording and analysis systems, complex modeling systems and administrative and acquisition systems. In IT, serves as expert in software acquisition, and websites and network design.
Systems Analyst III (Physical and Technical)	$185.00	BS in Eng'g, Econ., IT, Science, Business or relevant subject.	Minimum 5 years of relevant experience. Provides mid level subject matter expertise systems engineering, modeling, GIS design and development, Information Technology, administrative and acquisitions systems, languages/translations, regulatory reporting, monitoring, and enforcement systems development and related areas at state and national level under guidance of senior staff. These systems include (among others) research and fishing vessels, ocean and atmospheric physical systems, biological, meteorological and oceanographic data acquisition and processing systems, ship and facility systems in support of environmental services, data recording and analysis systems, and complex modeling systems. May develop remote sensing algorithms for environmental-parameter measurements. In Information Technology, serves as team leader in software, network operation, websites, and system architecture. May supervise junior staff.
Systems Analyst IV (Physical and Technical)	$216.00	MS or MA in Engineering, physical sciences, mathematics,	Minimum 5 years of relevant experience. Provides high level subject matter expertise systems engineering, modeling, GIS design and development, IT, business, administrative and acquisition systems, languages/translations, regulatory

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		computer science, IT, Business or relevant subject	reporting, monitoring, and enforcement systems development and related areas at state and national level under guidance of senior staff. . These systems include (among others) research and fishing vessels, ocean and atmospheric physical systems, biological, meteorological and oceanographic data acquisition and processing systems, ship and facility systems in support of environmental services, data recording and analysis systems, and complex modeling systems. May develop remote sensing algorithms for environmental- parameter measurements. In Information Technology, serves as team leader in software, network operation, websites, and system architecture. May supervise staff.
Systems Analyst V (Physical and Technical)	$262.00	MS in Eng'g, IT, Econ., Science, History, Geog., Sociology, Business or relevant subj.	Minimum 10 years of relevant experience. Provides senior subject matter expertise in systems engineering, modeling, GIS design and development, Information Technology, administrative and acquisition systems, languages/translations, regulatory reporting, monitoring, and enforcement systems development and related areas at state and national level. These systems include (among others) research and fishing vessels, ocean and atmospheric physical systems, biological, meteorological and oceanographic data acquisition and processing systems, ship and facility systems in support of environmental services, data recording and analysis systems, and complex modeling systems. May supervise senior staff.
Systems Analyst VI (Physical and Technical)	$377.00	MS or MA in Science, Economics, IT, History, Anthropology, Geography, Sociology, Business or relevant subject	Minimum 14 years of relevant experience. Provides principal level subject matter expertise in systems engineering, modeling, GIS design and development, IT, business, administrative and acquisition systems, languages/translations, regulatory reporting, monitoring, and enforcement systems development and related areas at state and national level. These systems include (among others) research and fishing vessels, ocean and atmospheric physical systems, biological, meteorological and oceanographic data acquisition and processing systems, ship and facility systems in support of environmental services, data recording and analysis systems, and complex modeling systems. May supervise and support senior staff.
Technical Writer I	$78.00	BA: English, Languages, Science, IT, or technical field	No experience required. Prepares manuals, reports, procedures, brochures, guides, specifications, and technical documentation under guidance of senior staff. Provides languages/translations as required.
Technical Writer II	$117.00	BA in English, Languages, Science, IT, or technical field.	Minimum 3 years of relevant experience. Prepares manuals, reports, procedures, brochures, guides, specifications, and other technical documentation under guidance of senior staff. Provides languages/translations as required.

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Technical Writer III	$155.00	MA/MS in English, Languages, Journalism, scientific or technical discipline	Minimum 5 years of relevant experience. Prepare manuals, reports, guides, procedures, brochures, media products,specifications, and related materials working independently in complex situations. May provide mid level to senior subject matter expertise in science, engineering, economics, history, IT, geography, sociology, administrative and acquisition systems, regulatory systems and related areas at state and national level. May supervise junior staff.
Technical Writer IV	$263.00	MA/MS in English, Languages, Journalism, scientific, IT or technical discipline	Minimum 10 years of relevant experience. Prepare manuals, reports, guides, procedures, brochures, specifications, and related materials working independently in complex situations. May provide mid level to senior subject matter expertise in science, eng'g, econ., history, IT, geog., sociology, administrative and acquisition systems, regulatory systems and related areas at state and national level. May supervise junior staff.
Operations Manager/Supervisor	$168.00	High school diploma or equivalent.	10 years relevant experience. Coordinate activities in a field, office, shop or lab environment. Establish work goals and timelines and assign tasks as needed to team members. Oversee work conducted and ensure proper coordination and communication of deliverables.
Boat/Equipment Operator I	$89.00	High school diploma or equivalent.	1 year relevant experience. Operates small vessels (35 feet or less) and other equipment as required to collect data, support science operations and transport personnel and equipment. May perform appropriate vessel and equipment repair and maintenance as needed.
Boat/Equipment Operator II	$98.00	High school diploma or equivalent and United States Coast Guard (USCG) Operator of Uninspected Passenger Vessels (OUPV) license for vessel operations or other licenses/certifications applicable to operations of other equipment.	3 years relevant experience. Operates small vessels (70 feet or less) and other equipment as required to collect data, support science operations and transport personnel and equipment May perform appropriate vessel and equipment repair and maintenance as needed.
Boat/Equipment Operator III	$126.00	High school diploma or equivalent and United States Coast Guard (USCG) Operator of Uninspected Passenger Vessels	5 years relevant experience.Operates vessels and other equipment as required to collect data, support science operations and transport personnel and equipment. May perform appropriate vessel and equipment repair and maintenance as needed. Responsibilities may also include directing and coordinating all operations of sample cruises (e.g., organizing and managing a fleet of vessels) or

Category	Hourly	Education	Experience Expected and Position Description
		(OUPV) license for vessel operations or other licenses/certifications applicable to operations of other equipment.	equipment operations.
Deckhand/Equipment Technician I	$71.00	High school diploma or equivalent.	1 year relevant experience. Deploy, operate and retrieve gear, and equipment in support of science operations. Assist in equipment transfers, fuel vessels and equipment, inspect and maintain lines, stand watch, safely secure vessels and equipment. May also repair and maintain vessels and equipment and assist with assembling and repairing gear.
Deckhand/Equipment Technician II	$76.00	High school diploma or equivalent.	5 years relevant experience. Deployment, operation, retrieval, and repair of gear and equipment in support of science operations. Fuel vessels and equipment, assist in equipment transfers, inspect and maintain lines, stand watch, and safely secure vessels and equipment. May also repair and maintain vessels and equipment. Responsible for designing, assembling, and repairing gear used in project operations.
Marine/Equipment Mechanic I	$76.00	High school diploma or equivalent.	One year relevant experience. Works as a subordinate-level mechanic involved in the maintenance and repair of gasoline and diesel engines, electrical motors, machinery, and related equipment in support of science operations. May assist in preventive maintenance programs for vessels and related equipment.
Marine/Equipment Mechanic II	$91.00	High school diploma or equivalent.	Three years relevant experience. Independently perform skilled work in the maintenance and repair of gasoline and diesel engines, electrical motors, machinery, and related equipment in support of science operations.. May perform major and specialized mechanical and electrical overhaul and repair work on engines and equipment. Performs preventive maintenance programs for vessels and equipment
Marine/Equipment Mechanic III	$126.00	High school diploma or equivalent.	Five years relevant experience. Autonomous mechanic who can independently perform major and specialized mechanical and electrical overhaul and repair work on gasoline and diesel engines, electrical motors and equipment in support of science operations.. May establish and maintain a preventive maintenance program for engines and equipment.

Category	Hourly	Education	Experience Expected and Position Description
Communications/ Outreach/Stakeholder Engagement Specialist I	$146.00	Bachelor's in Communications, Public Relations, Journalism, Marketing or related field.	3 years relevant experience required. Provides internal and external communications and outreach (visual, oral or written) including: press releases, social media, news media, website copy, photography, graphic design, layout and messaging in reports, publications, brochures, posters, videos or other printed or electronic materials and ensuring compliance with Section 508 of the Americans with Disabilities Act. Assist in executing outreach strategies to inform, build and maintain positive relationships with community members, partners, and other key stakeholders. This can include planning, coordination, logistics, and scheduling for events, workshops, conferences and meetings. Possesses subject matter expertise in professional and technical services supporting scientific, environmental, IT,engineering, regulatory, administrative and program management activities.
Communications/ Outreach/Stakeholder Engagement Specialist II	$222.00	Master's in Communications, Public Relations, Journalism, Marketing or related field.	5 years relevant experience required. Provides mid level subject matter expertise internal and external communications and outreach (visual, oral or written) including: press releases, social media, news media, website copy, photography, graphic design, layout and messaging in reports, publications, brochures, posters, videos or other printed or electronic materials and ensuring compliance with Section 508 of the Americans with Disabilities Act. Execute outreach strategies to inform, build and maintain positive relationships with community members, partners, and other key stakeholders. This can include planning, coordination, logistics, and scheduling for events, workshops, conferences and meetings. Possesses subject matter expertise in professional and technical services supporting scientific, environmental, IT,engineering, regulatory, administrative and program management activities.
Communications/ Outreach/Stakeholder Engagement Specialist III	$291.00	Master's in Communications, Public Relations, Journalism, Marketing or related field.	10 years relevant experience required. Provides mid level to senior level subject matter experience in internal and external communications and outreach (visual, oral or written) including: press releases, social media, news media, website copy, photography, graphic design, layout and messaging in reports, publications, brochures, posters, videos or other printed or electronic materials and ensuring compliance with Section 508 of the Americans with Disabilities Act. Execute and oversee outreach strategies to inform, build and maintain positive relationships with community members, partners, and other key stakeholders. This can include planning, coordination, logistics, and scheduling for events, workshops, conferences and meetings. Possesses subject matter expertise in professional and technical services supporting scientific,

Category	Hourly	Education	Experience Expected and Position Description
			environmental, IT,engineering, regulatory, administrative and program management activities.
Communications/ Outreach/Stakeholder Engagement Specialist IV	$395.00	PhD in Communications, Public Relations, Journalism, Marketing or related field.	10 years relevant experience required. Provides senior level subject matter experience in internal and external communications and outreach (visual, oral or written) including: press releases, social media, news media, website copy, photography, graphic design, layout and messaging in reports, publications, brochures, posters, videos or other printed or electronic materials and ensuring compliance with Section 508 of the Americans with Disabilities Act. Supervise the execution of outreach strategies to inform, build and maintain positive relationships with community members, partners, and other key stakeholders. This can include planning, coordination, logistics, and scheduling for events, workshops, conferences and meetings. Possesses subject matter expertise in professional and technical services supporting scientific, environmental, IT,engineering, regulatory, administrative and program management activities.
Clerical/Administrative Technician I	$65.00	High School	No experience required. For clerical/administrative roles, provides office clerical, secretarial, and administrative functions including but not limited to program support administration, financial analysis, reporting, information management, travel management, inventory control and clerical support. In IT roles, assists in installation, configuration and integration of hardware, software and network components as directed. This is an entry level position and works under general supervision.
Administrative Technician II	$94.00	High School	2 years of relevant experience. Provides jr – mid level subject matter expertise in administrative systems, IT, science, engineering and related areas under guidance of senior staff. In IT, serves as expert in software setup and use, network use, and maintenance of information systems. Assists in installation, configuration and integration of hardware, software and network components as directed. In administrative roles, performs office clerical, secretarial, and administrative functions including but not limited to program support administration, financial analysis, reporting, information management, travel management, inventory control and clerical support. Works under general supervision.
Administrative Technician III	$150.00	Bachelor's Degree	3 years of relevant experience. Provides subject matter expertise in administrative systems, IT, science, engineering and related areas under guidance of senior staff. In IT, serves as expert in software setup and use, network use, and maintenance of information systems. Supervises installation, configuration and integration of hardware, software and

Category	Hourly	Education	Experience Expected and Position Description
			network components. In administrative roles, performs office clerical and administrative functions including but not limited to program support administration, financial analysis, reporting, information management, travel management, inventory control, briefings/presentations and clerical support. Works with limited supervision and direction. Required to use judgment and initiative in problem solving. Provides supervision to junior administrative assistants.
IT Project Manager I	$97.00	Bachelor's Degree in Information Technology, Engineering, Business, Science or relevant field.	1 year of relevant experience. Manages one or more aspects on a client project. Activities include, but are not limited to, project planning, project monitoring and control, technical oversight, personnel management, risk management, supplier management, reporting and customer coordination. Works under supervision of a more senior project manager for large, complicated projects. Supports a client's senior managers.
IT Project Manager II	$150.00	Bachelor's Degree in Information Technology, Engineering, Business, Science or relevant field.	3 years of relevant experience. Manages one or more aspects on a client project. Activities include, but are not limited to, project planning, project monitoring and control, technical oversight, personnel management, risk management, supplier management, reporting and customer coordination. Works under supervision of senior project manager for large, complicated projects. Supports a client's senior managers. May mentor IT Project Manager I.
IT Project Manager III	$170.00	Bachelor's Degree in Information Technology, Engineering, Business, Science or relevant field.	5 years of relevant experience. Manages one or more client projects. Activities include, but are not limited to, project planning, project monitoring and control, technical oversight, personnel management, risk management, supplier management, and reporting. Responsible for technical, cost and schedule performance of the project. Interacts directly with the client as needed to coordinate program activities. Supports client's senior managers. May supervise and/or mentor IT Project Manager I and II.
IT Project Manager IV	$192.00	Bachelor's Degree in Information Technology, Engineering, Business, Science or relevant field.	7 years of relevant experience. Plan and direct technological improvements and project management implementation. Encompasses all management functions necessary to manage the planning and execution of IT systems throughout the engineering lifecycle. Responsible for technical, cost and schedule performance of the project. Provides programmatic oversight and direction on behalf of a customer to support the development of such systems. Provides supervision to junior project managers on complex client assignments. May supervise and/or mentor IT Project Manager I, II, and III.
IT Consultant I	$170.00	Bachelor's Degree in Information Technology, Engineering, Business, Science or	5 years of relevant experience. Mid-level subject matter or industry expert in technical or functional field. Provides consultative services for projects related to their area of expertise. Provides mid-level subject matter expertise in information technology, engineering, business,

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		relevant field.	administrative systems, or other acquisition programs. Gathers data, conducts analysis, produces and reviews deliverables (reports, briefings, etc). Works independently or as part of a project team.
IT Consultant II	$243.00	Bachelor's Degree in Information Technology, Engineering, Business, Science or relevant field.	8 years relevant experience. Subject matter or industry expert in a technical or functional field. Provides consultative services for projects related to their area of expertise. Provides senior level subject matter expertise in information technology, engineering, business, acquisitions, administrative systems and related areas at state, national and/international level. Leads small teams to gather data, conduct analysis, produce and review deliverables (reports, briefings, etc). Provides program and task order management support. May supervise other more junior staff. Works with minimal supervision.
IT Consultant III	$250.00	Bachelor's Degree in Information Technology, Engineering, Business, Science or relevant field.	12 years of relevant experience. Recognized as a subject matter or industry expert in technical or functional field. Provides consultative services for projects related to area of expertise. Provides senior level subject matter expertise in information technology, engineering, business, administrative systems, acquisitions and related areas at state, national and/or international level. Leads project teams to gather data, conduct analysis, produce and review deliverables (reports, briefings, etc.). Provides technical oversight of individual projects and program management. Supports senior client staff. May supervise subcontractors.
IT Consultant IV	$408.00	Bachelors	15 years of relevant experience. Widely recognized as a subject matter or industry expert in technical, engineering or functional field. Provides consultative services for programs related to their area of expertise. Provides senior level subject matter expertise in information technology, engineering, business, administrative systems, acquisitions and related areas at state, national and/or international levels. Leads project teams to gather data, conduct analysis, produce and review deliverables (reports, briefings, etc). Provides technical oversight of individual projects and program management. Point of contact for interaction with senior client management and staff.
Systems Engineer I	$91.00	High School Diploma (equivalent technical training and/or certifications can be substituted for academic degrees)	1 year relevant experience. Assists in systems engineering tasks, including concept definition, requirements analysis, architecture, detail design, modeling and analysis, integration, verification and validation, system testing and transition to operations. Develops system requirements and interface controls to integrate networks, operating systems, legacy systems and high-end technologies to provide system solutions. Works as part of a team under the supervision of more senior systems engineers for complex efforts.

Category	Hourly	Education	Experience Expected and Position Description
Systems Engineer II	$129.00	Bachelor's Degree Information Technology, Engineering, Business, Science or relevant field.	3 years relevant experience. Perform basic systems engineering for computer hardware and software at a technical level for LANs and WANs. Handle customer service calls and troubleshoot network problems. Provides input to and collaborates with cross-organizational teams. Possesses good communication skills. Performs technical planning, system integration, verification and validation, cost and risk, and supportability and effectiveness analyses for total systems under the guidance of senior system engineers.. Analyses are performed at all levels of total system product to include concept, design, test, installation, operation, maintenance and disposal. Ensures the logical and systematic conversion of customer or product requirements into total systems solutions that account for technical, schedule, and cost constraints. Performs functional analysis, timeline analysis, detail trade studies, requirements allocation and interface definition studies to translate customer requirements into hardware and software specifications. Experience with commercial and open source geospatial software. Provides input to and collaborates with cross-organizational teams. Supports teams and working groups that assess needs and develop solutions that satisfy functional requirements. Possess some experience in the administration, configuration and troubleshooting of the cloud infrastructure and its components. May mentor Systems Engineer I.
Systems Engineer III	$170.00	Bachelor's Degree Information Technology, Engineering, Business, Science or relevant field.	5 years of relevant experience. Perform intermediate systems engineering for computer hardware and software at a technical level for LANs and WANs. Handle customer service calls and troubleshoot network problems. Provides input to and collaborates with cross-organizational teams. Possess good communication skills. Performs technical planning, system integration, verification and validation, cost and risk, and supportability and effectiveness analyses for total systems under the guidance of senior system engineers.. Analyses are performed at all levels of total system product to include concept, design, test, installation, operation, maintenance and disposal. Ensures the logical and systematic conversion of customer or product requirements into total systems solutions that account for technical, schedule, and cost constraints. Performs functional analysis, timeline analysis, detail trade studies, requirements allocation and interface definition studies to translate customer requirements into hardware and software specifications. Experience with commercial and open source geospatial software. Provides input to and collaborates with cross-organizational teams. Supports teams and working groups that assess needs and develop solutions that satisfy

Category	Hourly	Education	Experience Expected and Position Description
			functional requirements. Possess some experience in the administration, configuration and troubleshooting of the cloud infrastructure and its components. May mentor/supervise Systems Engineer I and II.
Systems Engineer IV	$215.00	Bachelor's Degree Information Technology, Engineering, Business, Science or relevant field.	7 years relevant experience. Perform advanced systems engineering for computer hardware and software at a technical level for LANs and WANs. Handle customer service calls and troubleshoot network problems. Provides input to and collaborates with cross-organizational teams. Possess good communication skills. Performs technical planning, system integration, verification and validation, cost and risk, and supportability and effectiveness analyses for total systems under the guidance of senior system engineers.. Analyses are performed at all levels of total system product to include concept, design, test, installation, operation, maintenance and disposal. Ensures the logical and systematic conversion of customer or product requirements into total systems solutions that account for technical, schedule, and cost constraints. Performs functional analysis, timeline analysis, detail trade studies, requirements allocation and interface definition studies to translate customer requirements into hardware and software specifications. Experience with commercial and open source geospatial software. Provides input to and collaborates with cross-organizational teams. Supports teams and working groups that assess needs and develop solutions that satisfy functional requirements. Possess some experience in the administration, configuration and troubleshooting of the cloud infrastructure and its components. May mentor/supervise Systems Engineer I, II and III.
Systems Engineer V	$311.00	Bachelor's Degree Information Technology, Engineering, Business, Science or relevant field.	10 years of relevant experience. Leads advanced systems engineering for computer hardware and software at a technical level for LANs and WANs. Handle customer service calls and troubleshoot network problems. Provides input to and collaborates with cross-organizational teams. Possess good communication skills. Performs technical planning, system integration, verification and validation, cost and risk, and supportability and effectiveness analyses for total systems. Analyses are performed at all levels of total system product to include concept, design, test, installation, operation, maintenance and disposal. Ensures the logical and systematic conversion of customer or product requirements into total systems solutions that account for technical, schedule, and cost constraints. Performs functional analysis, timeline analysis, detail trade studies, requirements allocation and interface definition studies to translate customer requirements into hardware and software specifications. Experience with commercial and open source

Category	Hourly	Education	Experience Expected and Position Description
			geospatial software. Provides input to and collaborates with cross-organizational teams. Supports teams and working groups that assess needs and develop solutions that satisfy functional requirements. Possess some experience in the administration, configuration and troubleshooting of the cloud infrastructure and its components. Likely mentors/supervises Systems Engineer I, II, III, and IV.
Software Engineer I	$91.00	High School Diploma (equivalent technical training and/or certifications can be substituted for academic degrees)	1 year relevant experience. Assists in design and coding of software components, units, and modules according to detailed specifications. Participates in analysis and development of test plans. Tests assigned components and units. Provides test results and recommends corrections to senior developers. Requires practical knowledge of one or more platforms and operating systems, and of programming languages. Typically requires knowledge of one or more systems architectures. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision and guidance.
Software Engineer II	$129.00	Bachelor's degree in Information Technology, Computer Science, Engineering or relevant field.	3 years relevant experience. Assists in engineering tasks necessary for all aspects of software production, including requirements analysis and specification, design, development, integration and test of software systems. Applies open technical standards and protocols to deliver quality designs and products which can interoperate with other software. Performs detailed design of software units to meet functional and interface requirements. Performs unit and system level testing of software. Familiar with industry standards for software engineering. Works as part of a team under the supervision of more senior software engineers for complex efforts. May mentor Software Engineer I.
Software Engineer III	$170.00	Bachelor's degree in Information Technology, Computer Science, Engineering or relevant field.	5 years of relevant experience. Performs intermediate engineering tasks necessary for all aspects of software production, including requirements analysis and specification, design, development, integration and test of software systems. Applies open technical standards and protocols to deliver quality designs and products which can interoperate with other software. Performs detailed design of software units to meet functional and interface requirements. Performs unit and system level testing of software. Contributes training material and conducts customer training on delivered products. Experienced with industry standards for software engineering. Works independently or as part of a team with more senior software engineers for complex efforts. May mentor/supervise Software Engineer I and II.
Software Engineer IV	$215.00	Bachelor's degree in	7 years of relevant experience. Performs advanced

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		Information Technology, Computer Science, Engineering or relevant field.	engineering tasks necessary for production of software, including requirements analysis and specification, design, development, integration and test of software systems. Applies open technical standards and protocols to deliver quality designs and products which can interoperate with other software. Performs detailed design of software units to meet functional and interface requirements. Performs unit and system level testing of software. Develops training material and conducts customer training on delivered products. Maintains a broad knowledge of software engineering. Demonstrated ability to work independently or as part of a team with more senior software engineers on complex efforts. May mentor/supervise Software Engineer I, II, and III.
Software Engineer V	$311.00	Bachelor's degree in Information Technology, Computer Science, Engineering or relevant field.	10 years of relevant experience. Leads teams performing engineering tasks necessary for all aspects of software production, including requirements analysis and specification, design, development, integration and test of software systems. Applies open technical standards and protocols to deliver quality designs and products which can interoperate with other software. Directs the detailed design of software systems to meet functional and interface requirements. Plans, coordinates and supervises system level testing of software. Maintains a broad knowledge of software engineering principles. Responsible for technical, cost and schedule performance of software engineering projects. Likely mentors/supervises Software Engineer I, II, II, IV.
Developer I	$91.00	High School Diploma (equivalent technical training and/or certifications can be substituted for academic degrees)	1 year of relevant experience. Tests, debugs and refines software applications to meet functional specifications. Develops products and prepares applicable documentation. Provides input to and collaborates with cross-organizational teams. Has knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Roles and responsibilities are limited in scope and complexity and are completed with guidance and oversight.
Developer II	$129.00	Bachelor's degree in Information Technology, Computer Science, Engineering or relevant field.	3 years relevant experience required. Performs software development tasks as assigned, including development, unit testing, and debugging of computer software. Contributes to system testing and documentation as directed. Performs programing and numerical analyses, analyzes, designs, codes, and documents complex applications for information systems; incorporates databases in software design; supports the introduction of computer aided software engineering methodology and tools; experienced using integrated development environments. Familiar with a variety of modern programming languages (e.g. C++, Java, Perl, etc.),

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			web development technologies (e.g. HTML, JavaScript, PHP, etc.) and development tools (Eclipse, IntelliJ IDEA, etc.). Familiar with common source code control tools (e.g. Subversion), build management systems (e.g. Apache Ant, Maven, Bamboo, etc.) and issue/bug tracking systems (e.g. Bugzilla, JIRA, etc.). Works as part of a team under the supervision of more senior engineers for complex efforts. May mentor Developer I.
Developer III	$170.00	Bachelor's degree in Information Technology, Computer Science, Engineering or relevant field.	5 years relevant experience. Performs intermediate software development tasks, including design, development, unit testing, and debugging of computer software. Performs system testing; creates user documentation. Performs programing and numerical analyses, analyzes, designs, codes, and documents complex applications for information systems; incorporates databases in software design; experienced in computer aided software engineering methodology and tools. Experienced in developing for several target operating systems; experienced using a variety of modern programming languages, web development technologies and development environments. Experienced using web server technologies. Employs common source code control tools, build management systems and issue/bug tracking systems. Works independently or as part of a team under the supervision of more senior engineers for complex efforts. May mentor/supervise Developer I and II.
Developer IV	$215.00	Bachelor's degree in Information Technology, Computer Science, Engineering or relevant field.	7 years of relevant experience. Performs advanced software development tasks, including design, code development, code documentation, unit testing, and debugging of computer software. Performs system testing; creates user documentation. Performs programming and numerical analyses, analyzes, designs, codes, and documents complex applications for information systems; incorporates databases in software design; experienced in computer aided software engineering methodology and tools. Experienced in developing for several target operating systems; experienced using a variety of modern programming languages, web development technologies and development environments. Experienced using web service solution stacks. Implements and manages source code control tools, build management systems, and issue/bug tracking systems for complex projects. Provides peer reviews of computer code and other deliverable products. Demonstrated ability to work independently or as part of a team with other engineers on complex efforts. May mentor/supervise Develop II, II, and III.
Developer V	$311.00	Bachelor's degree in Information Technology,	10 years of relevant experience. Leads teams developing software, including design, code development, code documentation, unit and system testing, and debugging of

Category	Hourly	Education	Experience Expected and Position Description
		Computer Science, Engineering or relevant field.	computer software. Plans and manages system testing. Experienced in computer aided software engineering methodology and tools. Experienced in developing for several target operating systems; experienced using a variety of modern programming languages, web development technologies and development environments. Experienced using web service solution stacks. Implements and manages a development infrastructure including source code control tools build management systems and issue/bug tracking systems. Responsible for technical, cost and schedule performance of software development assignments. Likely mentors/supervises Developer I, II, III, IV.
Network Engineer I	$91.00	High School Diploma (equivalent technical training and/or certifications can be substituted for academic degrees)	1 year of relevant experience. Provides technical support in the installation and maintenance of Local Area Network or Wide Area Network (LAN/WAN). Assists in the evaluation of hardware and software, including peripheral, output, and associated equipment. Installs network hardware and software, including network operating systems. Monitors data communications to ensure that network is available to all users. Troubleshoots and resolves routine problems. Generally responsible for maintaining a simple network or for a section of a larger network. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision and guidance.
Network Engineer II	$129.00	Bachelor's degree in Information Technology, Computer Science, Engineering or relevant field.	3 years of relevant experience. Assists network engineering for information systems, including design, installation, configuration, test, operation and maintenance of network components such as interface cards, cabling, switches, routers, firewalls, etc. Participates in the installation and acceptance testing of the system network and components. Monitors network performance to ensure quality of service metrics are met. Properly sets configuration options. Familiar with industry standards for information system networks. Assists in the planning and implementation of enhancements and upgrades to the network; may assist in performing cost/benefit studies of network design and assists in recommending enhancements; and isolates, resolves, or circumvents network problems. May mentor Network Engineer I.
Network Engineer III	$170.00	Bachelor's degree in Information Technology, Computer Science, Engineering or relevant field.	5 years of relevant experience. Performs intermediate network engineering for information systems, including design, installation, configuration, test, operation and maintenance of network components such as interface cards, cabling, switches, routers, firewalls, etc. Performs installation and acceptance testing of the system network and components. Monitors network performance to ensure

Category	Hourly	Education	Experience Expected and Position Description
			quality of service metrics are met. Properly sets configuration options. Experienced with industry standards for information system networks. Performs planning and implementation of enhancements and upgrades to the network; performs cost/benefit studies of network design to recommend enhancements; and isolates, resolves, or circumvents network problems. May mentor/supervise Network Engineer I and II.
Network Engineer IV	$215.00	Bachelor's degree in Information Technology, Computer Science, Engineering or relevant field.	8 years of relevant experience. Performs advanced network engineering for information systems, including design, installation, configuration, test, operation and maintenance of network components such as interface cards, cabling, switches, routers, firewalls, etc. Plans and directs installation and acceptance testing of the system network and components. Monitors network performance to ensure quality of service metrics are met. Properly sets configuration options. Employs industry standards for information system networks. Performs planning and implementation of enhancements and upgrades to the network; performs cost/benefit studies of network design to recommend enhancements; and isolates, resolves, or circumvents network problems. May mentor/supervise Network Engineer I, II, and III.
Network Engineer V	$311.00	Bachelor's degree in Information Technology, Computer Science, Engineering or relevant field.	10 years of relevant experience. Leads teams performing all aspects of network engineering for information systems, including design, installation, configuration, test, operation and maintenance of network components. Plans and directs installation and acceptance testing of the system network and components. Negotiates quality of service metrics in service level agreements. Ensures industry standards are employed in information system network projects. Supervises planning and implementation of enhancements and upgrades to the network; directs cost/benefit studies of network design to recommend enhancements. Responsible for technical, cost and schedule performance of network engineering projects. Likely mentors/supervises Network Engineer I, II, III, and IV.
Information Assurance Engineer I	$91.00	High School Diploma (equivalent technical training and/or certifications can be substituted for academic degrees)	1 year of relevant experience. Support the implementation of information systems security in a computer or network system environment. Activities include assisting supported program managers and system owners in developing and maintaining plans of action and milestones (POA&Ms) and implementing mitigations for systems as required. Familiarity with application and IT security is required. Relies on instructions and pre-established guidelines to perform the functions of the job. Roles and responsibilities are limited in scope and complexity and are completed with guidance and oversight.

Category	Hourly	Education	Experience Expected and Position Description
Information Assurance Engineer II	$129.00	Bachelor's degree in Information Technology, Computer Science, Engineering or relevant field.	3 years of relevant experience. Assists in tasks to plan, document, implement, monitor and test IT security policy for client systems. Assists in developing an enterprise-wide security architecture. Contributes content to system security plans to document engineering details of the security architecture. Uses automated tools to perform security scans of client information systems. Works with system administrators to remediate any vulnerability discovered. Assists in determining, implementing and monitoring proper security configurations of network components (e.g. routers, firewalls, etc.) and system endpoints (e.g. servers, workstations, printers, etc.) to meet industry standards and vendor recommendations. Participates in information assurance testing (e.g. penetration testing, failover testing) and exercises (e.g. incident response, continuity of operations exercises). Contributes to security test plans and procedures. Familiar with industry standards and government or client requirements for information assurance. Works as part of a team under the supervision of more senior IA engineers for complex efforts. May mentor IA Engineer I.
Information Assurance Engineer III	$170.00	Bachelor's degree in Information Technology, Computer Science, Engineering or relevant field.	5 years of relevant experience. Performs intermediate tasks to plan, document, implement, monitor and test IT security policy for client systems. Assists in developing the client's enterprise-wide security architecture. Gathers information and contributes content to system security plans to document engineering details of the security architecture. Uses automated tools to perform continuous monitoring of the vulnerability status of client information systems. Works with system administrators to remediate any vulnerability discovered. Implements secure configurations of network components and system endpoints to meet industry and vendor recommendations. Plans and participates in information assurance testing (e.g. penetration testing, failover testing) and exercises (e.g. incident response, continuity of operations exercises). Develops security test plans and procedures. Experienced with industry standards and government or client requirements for information assurance. Works independently or as part of a team with more senior IA engineers for complex efforts. Significant knowledge of the field and the ability to work independently on typical assignments. May mentor/supervise IA Engineer I and II.
Information Assurance Engineer IV	$215.00	Bachelor's degree in Information Technology, Computer Science, Engineering or relevant field.	7 years of relevant experience. Performs advanced tasks to plan, document, implement, monitor and test IT security policy for client systems. Develops an enterprise-wide security architecture. Authors system security plans to document engineering details of the security architecture. Directs others in the use of automated tools to perform

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			continuous monitoring of the vulnerability status of client information systems. Works with system administrators to develop procedures to remediate vulnerabilities. Implements secure configurations of network components and system endpoints to meet industry and vendor recommendations. Plans and participates in information assurance testing (e.g. penetration testing, failover testing) and exercises (e.g. incident response, continuity of operations exercises). Develops security test plans and procedures. Performs risk analyses which also includes risk assessment. Experienced in implementing industry standards and government or client requirements for information assurance. Works independently or as part of a team with more senior IA engineers for complex efforts. Significant knowledge of the IA field and the ability to work independently on typical assignments. May supervise junior engineers on IA assignments. May mentor/supervise IA Engineer I, II, and III.
Information Assurance Engineer V	$311.00	Bachelor's degree in Information Technology, Computer Science, Engineering or relevant field.	10 years of relevant experience. Leads a team performing all tasks to plan, document, implement, monitor and test IT security policy for client systems. Directs development of an enterprise-wide security architecture and system security plans to document engineering details of the security architecture. Directs others in the use of automated tools to perform continuous monitoring of the vulnerability status of client information systems. Reviews and approves procedures to remediate vulnerabilities. Monitors the security posture of network components and system endpoints to meet industry and vendor recommendations. Lead role to plans and conduct information assurance testing and exercises. Reviews and approves security test plans and procedures. Experienced directing teams to implement industry standards and government or client requirements for information assurance. Works independently or as part of a team with systems, software and network engineers for complex efforts. Significant knowledge of the IA field and the ability to work independently on typical assignments. Responsible for technical, cost and schedule performance of IA engineering projects. Likely mentors/supervises IA Engineer I, II, III, and IV..
Help Desk Specialist I	$87.00	High School Diploma (equivalent technical training and/or certifications can be substituted for academic degrees)	1 year of relevant experience. Provides phone and in-person support to users in the areas of e-mail, directories, standard desktop and mobile applications, video teleconferencing and applications developed under this contract or predecessors. Serves as the initial point of contact for troubleshooting hardware/software PC, video teleconferencing and printer problems.

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Help Desk Specialist II	$100.00	Bachelor's degree in Information Technology, Computer Science, Engineering or relevant field.	3 years of relevant experience. Provides phone and in-person support to users in the areas of e-mail, directories, standard desktop and mobile applications, and applications developed under this contract or predecessors. Serves as the initial point of contact for troubleshooting hardware/software PC, video teleconferencing and printer problems. Provides oversight and mentoring to Help Desk Specialist I.
Help Desk Specialist III	$165.00	Bachelor's degree in Information Technology, Computer Science, Engineering or relevant field.	5 years of relevant experience. Provides phone and in-person support to users in the areas of e-mail, directories, standard desktop and mobile applications, and applications developed under this contract or predecessors. Serves as the initial point of contact for troubleshooting hardware/software PC, video teleconferencing and printer problems. Provides oversight and mentoring to Help Desk Specialist I and II.
Help Desk Specialist IV	$164.00	Bachelor's degree in Information Technology, Computer Science, Engineering or relevant field.	7 years of relevant experience. Provides phone and in-person support to users in the areas of e-mail, directories, standard desktop and mobile applications, and applications developed under this contract or predecessors. Serves as the initial point of contact for troubleshooting hardware/software PC, video teleconferencing and printer problems. Develops documentation and standard operating procedures. Provides oversight and mentoring to Help Desk Specialist I, II, and III.
Computer Operator	$89.00	High School Diploma	2 years relevant experience. The Computer Operator monitors and operates the control console of either a mainframe digital computer or a group of minicomputers, in accordance with operating instructions, to process data. Work is characterized by the following: Studies operating instructions to determine equipment setup needed. Loads equipment with required items (tapes, cards, paper, etc.). Switches necessary auxiliary equipment into system; Diagnoses and corrects equipment malfunctions; Reviews error messages and makes corrections during operation or refers problems; Maintains operating record.
Computer Support Technician	$85.00	High School Diploma	2 years relevant experience. The Personal Computer Support Technician provides support to distributed PC/networking environment including installation, testing, repair, and troubleshooting for stand-alone PCs, PCs linked to networks, printers, and other computer peripherals. Support responsibilities include software installation, and configurations. This technician performs technical, operational, and training support to users of personal computers either by telephone, or on-site for PC desktop hardware and software packages. Job duties require the technician to install and test personal computers, printers, and other peripherals, configure operating system, load shrink-wrap programs and other application software

Category	Hourly	Education	Experience Expected and Position Description
			programs. In this position, the incumbent troubleshoots computer problems, performs hardware and software diagnostics, coordinates needed repairs, resolves computer system problems, including coordination between users and components of a local area network, and participates in the evaluation of system configuration and software.
Systems Administrator I	$91.00	High School Diploma (equivalent technical training and/or certifications can be substituted for academic degrees)	1 year relevant experience. Maintains data files and control procedures for a simple system of networked personal computers or for a group of desktop computers linked to a host server. Responsible for system security and data integrity. Assigns passwords and monitors use of resources. Back up files as required. May produce periodic business reports, generate output such as labels, letters, and forms, and respond to frequent management requests for information. May require extensive knowledge of software such as Microsoft Office and similar suites of business applications. May be a resident expert for applications running on a department-wide LAN or for the entire computer system in a smaller enterprise.
Systems Administrator II	$125.00	Bachelor's Degree Information Technology, Engineering, Business, Science or relevant field.	3 years relevant experience. Maintains data files and control procedures for a simple system of networked personal computers or for a group of desktop computers linked to a host server. Responsible for system security and data integrity. Assigns passwords and monitors use of resources. Back-up files as required. May produce periodic business reports, generate output such as labels, letters, and forms, and respond to frequent management requests for information. May require extensive knowledge of software such as Microsoft Office and similar suites of business applications. May be a resident expert for applications running on a department-wide LAN or for the entire computer system in a smaller enterprise. May mentor Systems Administrator I.
Systems Administrator III	$166.00	Bachelor's Degree Information Technology, Engineering, Business, Science or relevant field.	5 years relevant experience. Installs new software releases, system upgrades, evaluates and installs patches and resolves software related problems. Performs system backups and recovery. Maintains data files and monitors system configuration to ensure data integrity. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required. Familiar with standard concepts, practices, and procedures within a particular field. May supervise and/or mentor Systems Administrator I and II.
Systems Administrator IV	$205.00	Bachelor's Degree Information	7 years relevant experience. Installs new software releases, system upgrades, evaluates and installs patches and resolves

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		Technology, Engineering, Business, Science or relevant field.	software related problems. Performs system backups and recovery. Maintains data files and monitors system configuration to ensure data integrity. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required. Familiar with standard concepts, practices, and procedures within a particular field. May supervise and/or mentor Systems Administrator I, II, and III.
Systems Administrator V	$300.00	Bachelor's Degree Information Technology, Engineering, Business, Science or relevant field.	10 years relevant experience. Installs new software releases, system upgrades, evaluates and installs patches and resolves software related problems. Performs system backups and recovery. Maintains data files and monitors system configuration to ensure data integrity. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required. Familiar with standard concepts, practices, and procedures within a particular field. Will likely supervise and/or mentor Systems Administrator I, II, III, and IV.
Business Analyst I	$97.00	High School Diploma (equivalent technical training and/or certifications can be substituted for academic degrees)	1 year relevant experience. Assist in gathering customer requirements and documenting business needs. Requires participation and collaboration in the software development lifecycle process, including with end users, product owners, and cross-discipline teams. Relies on instructions and pre-established guidelines to perform the functions of the job. Roles and responsibilities are limited in scope and complexity and are completed with guidance and oversight.
Business Analyst II	$125.00	Bachelor's degree in Information Technology, Computer Science, Engineering or relevant field.	3 years of relevant experience. Assist in gathering customer requirements and documenting business needs. Identify key success criteria for delivery of software products, processes, and systems. Interface with the product owners to present requirements documents. Perform software testing. Requires participation and collaboration in the software development lifecycle process, including with end users, product owners, and cross-discipline teams. May provide mentoring to Business Analyst I.
Business Analyst III	$146.00	Bachelor's degree in Information Technology, Computer Science, Engineering or relevant field.	5 years of relevant experience. Lead the gathering customer requirements and documenting business needs. Identify key success criteria for delivery of software products, processes, and systems. Interface with the product owners to present requirements documents. Document business requirements in issue tracking software. Participate in routine development team meetings; document changes as needed. Perform software testing and participate in sprint planning and sprint

Category	Hourly	Education	Experience Expected and Position Description
			showcase efforts. Requires participation and collaboration in the software development lifecycle process, including with end users, product owners, and cross-discipline teams. Provides oversight and mentoring to Business Analyst I and II.
Business Analyst IV	$166.00	Bachelor's degree in Information Technology, Computer Science, Engineering or relevant field.	7 years of relevant experience. Lead the gathering customer requirements and documenting business needs. Identify key success criteria for delivery of software products, processes, and systems. Interface with the product owners to present requirements documents. Document business requirements in issue tracking software. Lead routine development team meetings and document changes as needed. Perform software testing; lead sprint planning and sprint showcase efforts. Requires participation and collaboration in the software development lifecycle process, including with end users, product owners, and cross-discipline teams. Lead and actively participate in the development and implementation of new processes that improve efficiency and enhance productivity. Provides oversight and mentoring to Business Analyst I, II, and III.
Business Analyst V	$205.00	Bachelor's degree in Information Technology, Computer Science, Engineering or relevant field.	10 years of relevant experience. Lead the gathering customer requirements and documenting business needs. Using expert level experience, introduce new methods and technologies for collecting and eliciting user requirements in an efficient manner. Identify key success criteria for delivery of software products, processes, and systems. Interface with the product owners to present requirements documents. Document business requirements in issue tracking software. Lead routine development team meetings and document changes as needed. Perform software testing; lead sprint planning and sprint showcase efforts. Requires participation and collaboration in the software development lifecycle process, including with end users, product owners, and cross-discipline teams. Lead the development and implementation of new processes that improve efficiency and enhance productivity. Document process changes and lead implementation as needed. Provides oversight and mentoring to Business Analyst I, II, III, and IV.
Web Designer/Developer I	$91.00	High School Diploma (equivalent technical training and/or certifications can be substituted for academic degrees)	1 year of relevant experience. Provides Web design and front end software development support. Possess strong creative and technical skills. Writes computer code that results in an easy-to-use product. Possesses a working knowledge of user centered design (UCD) patterns and best practices, 508 compliance and accessibility. Has knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Roles and responsibilities are limited in scope and complexity and are completed with

Category	Hourly	Education	Experience Expected and Position Description
			guidance and oversight.
Web Designer/Developer II	$125.00	Bachelor's in Information Technology, Computer Science, Engineering, or relevant field.	3 years relevant experience required. Provides Web design and front end software development support. Designs, develops, and analyzes highly complex software programs for computer based systems. Possess strong creative and technical skills. Consult with software application end users, or proxies, to understand their goals and objectives. Conduct usability testing, develop usage scenarios and personas, creates wireframes, sitemaps, storyboards, and screen flows. Writes computer code that results in an easy-to-use product. Possesses a working knowledge of user centered design (UCD) patterns and best practices, 508 compliance and accessibility. Has knowledge of commonly used concepts, practices, and procedures within a particular field. May mentor Web Designer/ Developer I.
Web Designer/Developer III	$166.00	Bachelor's in Information Technology, Computer Science, Engineering, or relevant field.	5 years of relevant experience. Provides intermediate Web design and front end software development support. Designs, develops, and analyzes highly complex software programs for computer based systems. Creates compelling and satisfying experiences for users of a product. Possess strong creative and technical skills. Consult with software application end users, or proxies, to understand their goals and objectives. Conduct usability testing, develop usage scenarios and personas, creates wireframes, sitemaps, storyboards, and screen flows. Writes computer code that results in an easy-to-use product. Participates in software design groups to meet user requirements. Provides knowledge of user centered design (UCD) patterns and best practices, 508 compliance and accessibility. May mentor/supervise Web Designer/ Developer I and II.
Web Designer/Developer IV	$205.00	Bachelor's in Information Technology, Computer Science, Engineering, or relevant field.	8 years of relevant experience. Requires extensive experience in all phases of the web application development life cycle and an excellent understanding of customer needs and business strategy. Provides advanced Web design and front end software development support. Designs, develops, and analyzes highly complex software programs for computer based systems. Creates compelling and satisfying experiences for users of a product. Possess strong creative and technical skills. Consult with software application end users, or proxies, to understand their goals and objectives. Leads usability testing, develop usage scenarios and personas, creates wireframes, sitemaps, storyboards, and screen flows. Writes computer code that results in an easy-to-use product. Participates and often leads software design groups to meet user requirements. Provides high level knowledge of user centered design (UCD) patterns and best practices, 508 compliance and accessibility. Participates in software architecture working groups as needed, including

Category	Hourly	Education	Experience Expected and Position Description
			coverage of strategic topics such as cloud migration and secure coding and development infrastructure. May mentor/supervise Web Designer/ Developer I, II, and III.
Web Designer/Developer V	$300.00	Bachelor's in Information Technology, Computer Science, Engineering, or relevant field.	10 years of relevant experience. Requires extensive experience in all phases of the web application development life cycle and an excellent understanding of customer needs and business strategy. Leads Web design and front end software development support. Designs, develops, and analyzes highly complex software programs for computer based systems. Creates compelling and satisfying experiences for users of a product. Possess strong creative and technical skills. Consult with software application end users, or proxies, to understand their goals and objectives. Leads usability testing, develop usage scenarios and personas, creates wireframes, sitemaps, storyboards, and screen flows. Writes computer code that results in an easy-to-use product. Leads software design groups to meet user requirements. Provides expert knowledge of user centered design (UCD) patterns and best practices, 508 compliance and accessibility. Demonstrates high level expertise in various aspects of user focused software development. Participates or leads software architecture working groups as needed, including coverage of strategic topics such as cloud migration and secure coding and development infrastructure. Likely mentors/supervises Web Designer/ Developer I, II, III, and IV.
Database Administrator I	$91.00	High School Diploma (equivalent technical training and/or certifications can be substituted for academic degrees)	1 year of relevant experience. Provide analysis of database and database driven application problems and issues. Prepare data design documents and support existing database schemas and systems. Provide support to data stewards and quality assurance teams with data comparison. Requires experience with non-spatial data. Relies on instructions and pre-established guidelines to perform the functions of the job. Roles and responsibilities are limited in scope and complexity and are completed with guidance and oversight.
Database Administrator II	$125.00	Bachelor's in Information Technology, Computer Science, Engineering, or relevant field.	3 years relevant experience required. Provide analysis of database and database driven application problems and issues; troubleshoot and resolve issues as necessary. Prepare data design documents and support existing database schemas and systems. Provide support to data stewards and quality assurance teams with data comparison. Requires experience with non-spatial data. Actively participate in the development and implementation of new processes that improve efficiency and enhance productivity. Experience with data replication and data migration tools and knowledge of database engineering best practices. May mentor Database Administrator I.

Category	Hourly	Education	Experience Expected and Position Description
Database Administrator III	$166.00	Bachelor's in Information Technology, Computer Science, Engineering, or relevant field.	5 years relevant experience required. Requires database administration experience, including install, set up, patching, upgrading of various database software. Provide detailed analysis of database and database driven application problems and issues; troubleshoot and resolve issues as necessary. Consult with database and database-driven application end users, or proxies, to understand their goals and objectives. Requires participation and collaboration in the software development lifecycle process, including with end users, product owners, and cross-discipline teams. Prepare database design and data modeling documents and implementations to meet user goals. Actively participate in the development and implementation of new processes that improve efficiency and enhance productivity. Experience in database schema design and maintenance, and experience designing and tuning highly available and high-volume transactional databases. Experience with data replication and data migration tools and knowledge of database engineering best practices. Experience with both spatial and non- spatial data. May mentor/supervise Database Administrator II and I.
Database Administrator IV	$205.00	Bachelor's in Information Technology, Computer Science, Engineering, or relevant field.	8 years relevant experience required. Requires extensive database administration experience, including install, set up, patching, upgrading of various database software. Provide detailed analysis of database and database driven application problems and issues; troubleshoot and resolve issues as necessary. Consult with database and database-driven application end users, or proxies, to understand their goals and objectives. Requires participation and collaboration in the software development lifecycle process, including with end users, product owners, and cross-discipline teams. Leads preparation of database design and data modeling documents and implementations to meet user goals. Actively participate in the development and implementation of new processes that improve efficiency and enhance productivity. Extensive experience in database schema design and maintenance, designing and tuning highly available and high-volume transactional database, data replication and data migration tools and high level knowledge of database engineering best practices. Extensive experience with both spatial and non-spatial data. Participates in software architecture working groups as needed, including coverage of strategic topics such as cloud migration and secure coding and development infrastructure. May mentor/supervise Database Administrator I, II, and III.
Database Administrator V	$300.00	Bachelor's in Information Technology, Computer Science,	10 years relevant experience required. Requires expert knowledge of database administration, including install, tuning, optimization, patching, and upgrading of various database software. Provide expert level detailed analysis of

Category	Hourly	Education	Experience Expected and Position Description
		Engineering, or relevant field.	database and database driven application problems and issues; troubleshoot and resolve issues as necessary. Consult with database and database-driven application end users, or proxies, to understand their goals and objectives. Requires participation and collaboration in the software development lifecycle process, including with end users, product owners, and cross-discipline teams. Lead or direct preparation of database design and data modeling documents and implementations to meet user goals. Lead and actively participate in the development and implementation of new processes that improve efficiency and enhance productivity. Expertise in database schema design and maintenance, designing and tuning highly available and high-volume transactional database, data replication and data migration tools, and expert-level knowledge of database engineering best practices. Expertise with both spatial and non-spatial data. Participates or leads software architecture working groups as needed, including coverage of strategic topics such as cloud migration and secure coding and software development infrastructure. Likely mentors/supervises Database Administrator I, II, III, and IV.
Program Control Specialist	$98.00	BA in Business, Mgt, Acct'g, Business or related field	Minimum 2 years experience in prep. and analysis of financial statements, tracking of project costs, and maintenance of project cost spreadsheets. Provides program control support for strategic, tactical, and operational level planning and management. Prepares, analyses, and updates project schedules and cost spreadsheets related to studies, assessments, administrative appeals, and development of cost estimates and work descriptions for technical, logistics, or engineering projects. Assists in procurement. Provides program control support to source selection efforts and private-public partnerships.
Secretariat Support Officer	$133.00	BS in Eng'g, Languages, IT, Admin., Science or relevant subject	Minimum 3 years of relevant experience. Coordinates activities and development of positions, organizes and disseminates information, assists in convening meetings and reporting on results, and provides general support to the org. Works under guidance of senior staff or Secretariat Board. May supervise junior staff. Is knowledgeable of Secretariat subject matter, including science, issues, and regulations at national/international level. For international org's, multiple language skills are a plus, and may be required.
Executive Administrator	$167.00	BA or equiv. exper. in admin	Minimum 6 years of relevant experience. Furnishes and obtains information from multiple sources. Organizes and maintains files. Acts as receptionist, screens calls, letters, and visitors, answers routine questions and furnishes information. Schedules appointments, maintains schedules and work plans, and coordinates meetings, transcribes dictation, Composes and types routine correspondence. Routes or

Category	Hourly	Education	Experience Expected and Position Description
			answers routine correspondence. Prepares special reports, gathering and summarizing data, conducts procurements and administers contracts. Conducts procurement and administers contracts. Organizes and expedites flow of work through manager's office. Provides supervision, training and guidance to lower level administrative assistants. Reports to senior manager.
Principal Scientific Analyst, Programmer, Data Base Designer, DB Administrator, Web Designer	$200.00	MS in Info Tech., Eng'g, Science, History, Geog., Sociology or relevant field.	Minimum 8 years of experience in design, coding, and documentation of programs for computers and related equipment used for scientific or technical projects. Performs advanced scientific programing and numerical analyses to solve physical and biological problems; analyzes, designs, codes, and documents complex applications for computers appropriate to scientific projects; designs and implements databases and supports the introduction of computer aided software engineering methodology and tools; provides support to establish; perform network administration; understand and apply Government cybersecurity requirements and manage a customized, integrated hardware/software environment. May lead task teams.
Trainer	$312.00	BS or higher in relevant areas	Minimum 6 years of experience in training programs. Designs agendas, structures process, facilitates training, and documents action items. Uses appropriate skills to manage the process.
Senior Trainer	$359.00	MS or higher in relevant areas	Minimum 25 years of experience in training programs. Designs agendas, structures process, contracts with experts, facilitates training, and documents action items. Uses appropriate skills and behaviors to manage the process. Manages the acquisition of experts and training facilities and any remote communication capabilities.
Program Manager	$324.00	PhD in Eng'g, Science, Info Tech, History, Geog., Sociology or relevant field.	Minimum 15 years of relevant experience including senior corporate or Government positions. Responsible for program mgt. involving multiple contractors and other groups. Provides extensive senior level expertise in mgt. of national and international IT, Science, eng'g projects. Provides subject matter expertise in info. Technology, science, technology, history, geog., sociology, regulatory and related areas at state, national and/or international level. Supports or represents client's senior managers. In Info Tech, responsible for organization's IT services, including software, networks, help desk, security, web-design and presence, and interface with other related systems.
Facilitator	$467.00	BS or higher in relevant areas	Minimum 10 years experience as facilitator. Designs agendas, arranges and facilitates discussions, and documents action items. Uses methods such as brainstorming, creative thinking, problem solving, and conflict management. Promotes collaboration and is an expert in assisting divergent

Category	Hourly	Education	Experience Expected and Position Description
			groups be successful. Knows strategic planning approaches suitable for diverse groups to help them attain organizational goals. Has excellent communication and people skills. Facilitates middle and senior level sessions.
Senior Facilitator	$544.00	MS or higher in relevant areas	Minimum 15 years experience as facilitator. Designs agendas, arranges and facilitates discussions and documents action items. Can attract top-level participants when needed. Uses appropriate methods such as brainstorming, creative thinking, problem solving, and conflict management. Promotes collaboration and team building and is an expert in assisting divergent groups be successful. Knows strategic planning suitable for diverse groups to help them attain organizational goals. Has top-tier communication and people skills. Facilitates top-level teams and retreats. Is positioned to take results to Boards, Regulators, and Congress.
Program Director	$544.00	MBA or MS. in relevant areas	Minimum 15 years of experience in integrated discipline areas in federal or corporate senior management. Oversees and guides project and program managers. Shapes organizational agendas and strategic plans. Provides top level analysis of goals, improvement plans, change management and leadership improvement. Measures and improves performance of the body, ensures proper training programs and establishes coalitions within and outside the organization to accomplish mission goals.
Qualitatively Less Robust and Categories of Positions. Education and Advanced degrees from an accredited institution and/or professional credentials from a recognized entity may be cumulatively tallied and substituted for experience. In general, masters and associate's degrees are equivalent to two years of experience; bachelors and doctoral degrees are equivalent to four years of experience. Requirements for specialized degrees, credentials, and experience will be specified for each position, along with appropriate equivalencies.			**These positions require** a narrower range of expertise, and usually less quantitative skills, across all Professional and Technical disciplines. Typically, these positions are available in greater abundance and therefore command a comparatively much lower market value. Examples are the engineer who provides technical support to operate a complex instrument as opposed to the engineer who designs the instrument or resolves problems with the instrument. Similarly, a biologist who tracks and counts fish as opposed to the biologist who analyzes and quantifies population dynamics and advises regulatory authorities on management measures in formal proceedings. The price will be set after consideration of skills required and the expectations of the employee and the relative abundance of persons with similar skills. The disciplines include all those in the above categories. Examples are Engineering, Scientific, Analytical, Social Science, Program Operations, Scientific Information and Veterinary.

Category	Hourly	Education	Experience Expected and Position Description
Level 1 Scientist, Engineer, Analyst, Social Scientist, Program Operations	$22.00 - $61.00	1-7 Yrs (eg, HS+1 to BS +3)	Scientist ex. include Animal Health/Science, Biological Sciences, Botany, Cartography, Chemistry, Ecology, Environ. Protect. Science, Fish Biology, Fish & Wildlife Admin., Genetics, Geography, Land surveying, microbiology, natural resources management., oceanography, pathology, plant protection, physiology, soil conservation, toxicology, wildlife biology, wildlife refuge management., zoology. Engineering (eg. Electrical, electronics, environmental, equipment, general, marine survey, materials, mechanical). Analytical (eg. Computer Science, Mathematics, mathematical statistics, operations research, statistics). Social Science (eg. Anthropology, Economics, Social Science). Program Ops (eg. Budget analysis, editorial assistance, education & training, financial administration, financial analysis, financial management, foreign affairs, foreign law, international cooperation, international relations, management & program analysis, management and program assistance, program management, technical writing (more oriented toward grammatical structure/sentence flow with general understanding of subject matter), and editing).
Level 2 Scientist, Engineer, Analyst, Social Scientist, Program Operations	$47.00 - $105.00	7-14 Yrs	
Level 3 Scientist, Engineer, Analyst, Social Scientist, Program Operations	$80.00 - $160.00	14+ Yrs	

Inclusive - Labor rates are all inclusive, at client's location or OAI or as agreed.

Substitution of experience and diploma credentials: high school diploma and 4 years work experience may be substituted for a bachelor's degree. Bachelor's degree and 2 years (or high school diploma and 6 years) work experience may be substituted for a master's degree. Bachelor's degree and 4 years (or high school diploma and 8 years) work experience may be substituted for a doctoral degree. A master's and 2 years of relevant work experience may be substituted for a Doctorate. Bachelor's, Master's and Doctoral degrees may be substituted for each other (e.g., DSc, PhD, DBA, DPA).

Training

National Environmental Policy Act Compliance Training

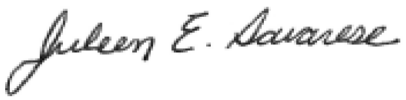
Course content:

- Introduction of NEPA including history and intent of NEPA
- NEPA's implementing legislation (i.e., NEPA, CEQ Regulations, NOAA's NEPA Implementing Procedures)
- Requirements of NEPA

- Overview of NEPA documents and when to prepare each (categorical exclusions, environmental assessments, and environmental impact statements)
- Preparing categorical exclusions, environmental assessments, and environmental impact statements for actions taken under applicable law, such as the Magnuson-Stevens Fisheries Conservation and Management Act, Endangered Species Act, and the Marine Mammal Protection Act. Content will include developing purpose and need statements, developing alternatives, environmental impact analysis, socioeconomic impact analysis, and cumulative impacts analysis
- Preparing and using programmatic environmental assessments and environmental impact statements
- Preparing concise environmental assessments and environmental impact statements
- Reviewing Federal agency jurisdictions: gaps and overlaps.

Location: Hosted by Client
Price: $29,277.24

Payment Terms: Net 30 days after invoice.



Juleen Savarese (January 1, 2026)
CEO
juleensavarese@oceanassoc.com