

## LABOR CATEGORIES

14 Aug 2002

**NOTE: THROUGHOUT THE PERFORMANCE PERIOD OF ANY RESULTANT CONTRACT, AND ANY TASK ORDER ISSUED AGAINST ANY RESULTANT CONTRACT, THE CONTRACTOR SHALL PROVIDE FULLY QUALIFIED PERSONNEL WITH THE EXPERIENCE, EDUCATION, AND TRAINING APPROPRIATE FOR THE TASKS. (THIS INCLUDES ANY RECURRING TRAINING REQUIRED TO STAY PROFICIENT IN THEIR FIELD OF EXPERTISE.)**

### 1.0 Task Leader:

Individual named by the contractor to manage the contractor's efforts under the particular task order.

- a. Education: Bachelor's degree from an accredited university in computer science/software engineering or related technical discipline is required.
- b. Experience: Seven years systems analysis/programming experience, five years of which are specialized experience supervising personnel in multidiscipline teams performing software development tasks.

### 2.0 Senior Functional Area Analyst:

Areas indicative of functional specialization are Base Supply, Maintenance, Transportation, Base Civil Engineering, Contracting, Comptroller, Personnel, Medical, Operations, and Communications.

- a. Education: None
- b. Experience: A minimum of ten years general experience within the general functional area and four years specialized experience directly related to the particular task order functional area is required. Three of the ten years experience shall include supervisory responsibilities for two or more analysts responsible for defining and documenting functional area system requirements. The individual shall be highly knowledgeable of current Government procedures, regulations, manuals, technical orders, standards, and industry publications, that relate to the functional area specialty that is required to perform the task order.

### 3.0 Functional Analyst:

- a. Education: None
- b. Experience: A minimum of four years system experience in the respective functional area of the task order and have served as an active participant in analyzing, defining, and documenting functional area system requirements is required. The individual shall be knowledgeable of functional area regulations, manuals, technical orders and standards.

### 4.0 Senior Software Engineer:

- a. Education: Bachelor's degree in computer science/software engineering, or related technical discipline from, an accredited university is required. A master's degree in computer science/software engineering or related technical discipline from an accredited university may be considered the equivalent of two years of general expertise.
- b. Experience: A minimum of seven years of general experience (or 5 years with a qualifying master's degree) which includes four years specialized experience in performing studies, analyzing requirements, and recommending optimum approaches is required. One year of this specialized experience must be in developing systems designs in an open systems architecture utilizing object oriented design methodology. The individual shall: (1) be highly knowledgeable of government regulations, manuals, technical orders, standards, and industry publications related to computer systems development; (2) be knowledgeable of and trained in using CASE tools, SQL, prototyping, and third/fourth generation languages in the design of software systems; (3) be knowledgeable of applicable industry open and government standards related to web services (e.g., SOAP, UDDI, XML) and UNIX, Windows, J2EE, and Oracle-based systems; and (4) be knowledgeable in software reuse and be responsible for identifying reuse opportunities with and across projects, building generic domain models and architectures.

#### 5.0 Software Engineer:

a. Education: Bachelor's degree in computer science/software engineering or related technical discipline is required from an accredited university is required.

b. Experience: Five years general experience, which includes three years specialized experience as a computer systems analyst performing studies, analyses, and recommending solutions is required. Experience and training must include use of CASE tools, SQL, and third/fourth generation languages in the design of software systems. The individual shall be knowledgeable (1) of industry and government publications related to systems, development required to perform the task; (2) of applicable industry and government standards related to web services (e.g., SOAP, UDDI, XML) and UNIX, Windows, J2EE, and Oracle-based systems; (3) in software reuse; and (4) in the collection of metrics for software reuse.

#### 6.0 Entry-Level Software Engineer:

a. Education: Bachelor's degree in computer science/software engineering, or related technical discipline, from an accredited university is required.

b. Experience: None

#### 7.0 Scientific Systems Analyst:

a. Education: Bachelor's degree with a major in Computer Science, Information Systems, Engineering, or other related scientific or technical discipline, from an accredited college or university.

b. Experience: A total of ten years progressive experience in a scientific higher order programming language and/or analyses in a research, development or test environment, such as a laboratory or test center is required. Five of the 10 years experience must include supporting state of the art research in various programming languages such as JAVA, COBOL, Visual Basic, and C.

#### 8.0 Senior Systems Analyst:

a. Education: Bachelor's degree with a major in Computer Science, Information Systems, Engineering, or a related scientific or technical discipline, for an accredited college or university is required.

b. Experience: A total of six years progressive experience in the analysis and design of business or scientific applications using database management systems or high level programming languages is required.

NOTE: If this category is used for a task leader on one or more delivery orders, an additional year of experience that includes supervisory or project leader experience will be required (total of 7 years of experience). Project leader experience must demonstrate the individual's ability to accomplish projects/tasks through others.

#### 9.0 Systems Analyst:

a. Education: Bachelor's degree with a major in Computer Science, Information Systems, Engineering, or other related scientific or technical discipline, from an accredited college or university is required.

b. Experience: A total of three years progressive experience in the analysis and design of business or scientific applications using database management systems or high-order programming languages is required.

#### 10.0 Junior Systems Analyst:

a. Education: A bachelor's degree from an accredited college or university in a related field is required.

b. Experience: None. Entry-level position.

#### 11.0 Senior Programmer:

a. Education: Bachelor's degree in computer science/software engineering, or related technical discipline, from an accredited university is required. A master's degree from an accredited university shall be considered the equivalent of two years general experience.

b. Experience: A total of eight years (or a master's degree and 6 years) of programming experience in software system development from design through test and implementation is required. The

eight years of experience shall include two years experience in managing software design and development as a programming team leader, and two years programming experience in the language specified in the particular task order. The individual shall be knowledgeable in an object language and highly knowledgeable of government regulations, manuals, technical orders, standards, and industry publications related to programming, programming management, software design, and development functions required to perform the task.

#### 12.0 Programmer:

a. Education: Bachelor's degree in computer science/software engineering, or related technical discipline, from an accredited university and three years of general programming experience of five years of general programming experience is required.

b. Experience: A minimum of three to five (see education requirements above) of general programming experience, which includes one year of programming experience in the language specified in the particular task order, is required. The individual shall be knowledgeable of industry publications related to programming functions required to perform the task.

#### 13.0 Junior Programmer:

a. Education: Bachelor's degree in computer science/software engineering or related technical discipline from an accredited university or an associate's degree from an accredited university in these same disciplines and six months general programming experience is required.

b. Experience: Working knowledge of basic software coding techniques and standards.

#### 14.0 Senior Communications Engineer:

a. Education: Bachelor's degree with a major in Computer Science, Information Systems Engineering or other related scientific or technical discipline from an accredited college or university is required.

b. Experience: A total of six years of progressive experience in planning, designing and analyzing data or telecommunications networks is required. This experience must have demonstrated knowledge of operating systems such as UNIX, Windows, OS2200, and protocols such as TCP/IP, SMTP, Ethernet, FDDI, etc. Experience must include network analysis/ management tools and techniques. Familiarity with PCs in a client/server environment is required. Must be familiar with IT and long distance and local carrier management.

NOTE: If this category is used for a task leader on one or more delivery orders, an additional year of experience that includes supervisory or project leader experience will be required (total of 7 years experience). Project leader experience must demonstrate the individual's ability to accomplish project/tasks through others.

#### 15.0 Communications Engineer:

a. Education: Bachelor's degree in computer science/software engineering or related technical discipline from an accredited university is required.

b. Experience: A total of three years of progressive experience in planning, designing and analyzing data or telecommunications networks is required. This experience must have demonstrated knowledge of operating systems such as UNIX, Windows, OS2200, and protocols such as TCP/IP, SMTP, Ethernet, FDDI, etc. Must have experience with network analysis/management tools and techniques and be familiar with PCs in a client server environment. Must be familiar with IT and long distance and local carrier management.

#### 16.0 Communications Specialist:

a. Education: Bachelor's degree in computer science/software engineering or related technical discipline from an accredited university is required.

b. Experience: A total of seven years of experience, four of which must be with data communications systems, is required. The individual shall be capable of analyzing, designing, documenting, specifying and implementing communications system requirements. The experience shall include POSIX, GOSIP, and open systems (including applicable industry and government standards), Local Area Networks, Message Switching Systems, Packet Switching Systems, and twisted pairs environments. Experience must include hardware, software, and interfaces. The individual shall be highly

knowledgeable of industry and government publications, standards, and state of the art technologies related to data communication systems. This knowledge must provide a basis for projection of future data communications environments.

#### 17.0 Network Manager:

a. Education: Bachelor's degree with a major in Computer Science, Information Technology, Engineering, or a related discipline from an accredited college or university is required. If applicable, shall be certified as a network engineer for the specific network operating system as defined in the government task required. The network operating system vendor determines the certification criteria.

b. Experience: A total of five years experience in one or more of the following areas: data communications engineering, data communications hardware or software analysis, network administration or management, or data communication equipment installation and maintenance is required.

NOTE: If this category is used for a task leader on one or more delivery orders, an additional two years of experience that includes supervisory or project leader experience will be required (total of 7 years experience). Project leader experience must demonstrate the individual's ability to accomplish projects/tasks through others.

#### 18.0 Network Administrator:

a. Education: Associate's degree from an accredited college or university in a related field, or two years of college or university study in related field. If applicable, shall be certified as a network administrator for a specific network operating system as defined in the government task request. The network operating system vendor determines certification criteria.

b. Experience: A total of two years experience in one or more of the following areas is required: data communications engineering, data communications hardware or software analysis, network administration or management, data communication equipment installation and maintenance, or computer systems administration and management.

#### 19.0 Configuration Management Specialist:

a. Education: Bachelor's degree in computer science, or related technical discipline, from an accredited university and two years of experience, or four years of experience without a degree is required. A master's degree in computer science/software engineering or related technical discipline from an accredited university may be considered the equivalent of two years of general experience.

b. Experience: A total of two to four years working experience (see education requirements above) in software configuration management are required. This experience shall include developing and maintaining configuration management plans, and scheduling and documenting all configuration management reviews. The individual shall be capable of monitoring the configuration control process and ensuring that procedures comply with government specification and procedures. This individual shall be highly knowledgeable of software development techniques, change control processes, configuration audits an government regulations, manuals, technical orders, standards, and industry publications related to configuration/data management required to perform the task.

#### 20.0 Data Management Specialist:

a. Education: Bachelor's degree from an accredited university in computer science or related technical discipline will be considered the equivalent of two years experience.

b. Experience: Four years experience working in data management. This experience shall include developing and maintaining contract data management programs and plans, and tracking the status of data deliverable. This individual shall have knowledge of the data management policy and procedures contained in AFR 310-1 and DODI 5000.2. Shall also be knowledgeable of government regulations, manuals, technical orders, standards, and industry publications cited in this contract for configuration/data management.

#### 21.0 Database Management Specialist:

a. Education: Bachelor's degree from an accredited university in Computer Science or related technical discipline and five years of experience, or seven years of experience without a degree is required.

b. Experience: Five to seven years general experience (see education requirements above) which includes application programming in database management systems (network, hierarchical, relational and object and database management experience for an on-line multiple application environment. In addition, one year of specialized experience in the database system specified in the particular task order is required. Individual shall be knowledgeable of the current data base management concepts (network, hierarchical, relational and object), optimizing techniques, relational models, and structured query languages.

#### 22.0 Quality Assurance Specialist:

a. Education: Bachelor's degree from an accredited university in computer science or related technical discipline and 4 years experience or 6 years experience without a bachelor's degree is required.

b. Experience: Minimums of 4 to 6 years experience (see education requirements above) in quality control/quality assurance management have been established. This experience shall include implementing a program of reporting, tracking and analyzing key software metrics, monitoring quality procedures and participating in software reviews and testing. Individual shall be familiar with the latest commercial products and procedures for identifying software errors and evaluations software quality and efficiency. This person shall be knowledgeable of government regulations, manuals, and standards relating to quality assurance.

#### 23.0 Test and Evaluation Specialist:

a. Education: Bachelor's degree from an accredited university in computer science or related technical discipline will be considered the equivalent of two years experience.

b. Experience: A minimum of four years experience in the test and evaluation of software development for a government contract is required. This experience shall include developing and documenting test plans and procedures, conducting testing, and evaluating and documenting results. Individual shall be familiar with government standards/regulations governing software acceptance test and evaluation.

#### 24.0 Senior Business Engineer:

a. Education: Master's degree in Business Administration, Computer Science, or a related program from an accredited university is required.

b. Experience: A minimum of eight years experience as a business engineer and at least two years experience in engineering systems using incremental development, rapid prototyping, and CASE technology concepts and techniques is required. The individual shall be capable of using business analysis methodology and business case analysis definition language (IDEF) to conduct business process modernization projects. Shall be capable of applying, as appropriate, activity and data modeling, transaction flow analysis, internal control and risk analysis, activity cost-based analysis, economic and investment analysis, and modern business methods and performance measurement techniques. Shall be capable of developing and applying organization-wide information models for use in designing and building integrated, share software and database management systems. Shall be capable of constructing sound, logical business improvement opportunities consistent with the guiding principles of the government corporate information management initiative, cost savings, object oriented methodology, and open system architecture objectives.

#### 25.0 Business Engineer:

a. Education: Bachelor's degree from an accredited university in Business Administration, Computer Science, or a related program from an accredited university is required.

b. Experience: At least four years of experience as a business engineer is required. The individual shall be acceptable of using business analysis methodology and business case analysis definition language (IDEF) to conduct business process modernization projects. Shall be capable of applying, as appropriate, activity and data modeling, transaction flow analysis, internal control and risk analysis, activity cost-based analysis, economic and investment analysis, and modern business methods and performance measurement techniques. Shall be capable of developing and applying organization-wide information models for use in designing and building integrated, shared software and database opportunities consistent with the guiding principles of the government corporate information management initiative, cost savings, object oriented methodology, and open system architecture objectives.

26.0 Principal Web Technologies Applications Developer:

a. Education: Bachelor's degree from an accredited college or university with a major in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline is required.

b. Experience: A total of ten years of progressive experience in managing ADP/MIS projects involving a combination of analysis, development and/or support activity is required. This experience must include two years of experience in database integration; web technologies based development, web site management, web site construction and web page generation. Experience must also include proven expertise in the management and control of funds and resources and demonstrated capability in managing multiple tasks using project management scheduling tools.

27.0 Senior Web Technologies Developer:

a. Education: Bachelor's degree from an accredited college or university in a related field is required.

b. Experience: A total of six years of progressive experience in the computer field with a background in programming is required which must include at least two years of experience in web technologies based development. Knowledge of current web technologies is required.

28.0 Web Technologies Application Developer:

a. Education Bachelor's degree from an accredited college or university in a related field is required.

b. Experience: A total of three years of experience in the computer field with a background in programming is required which must included one year of experience in web technologies based development. Knowledge of current web technologies is required.

29.0 Junior Web Technologies Applications Developer:

a. Education: Bachelor's degree from an accredited college or university in a related field is required.

b. Experience: Experience with software tools and utilities used for creation of web pages or computer generated graphics. Knowledge of current web technologies is required.

30.0 Computer Operations Supervisor:

a. Education: None

b. Experience: A total of five years experience in operating computer systems, one year of which was on the particular system identified in the task order and two years (of the five years total) experience supervising personnel operating computer systems on a multiple shift schedule and thorough knowledge of the capabilities of the applicable hardware configurations.

31.0 Shift Supervisor/Senior Computer Operator:

a. Education: None

b. Experience: A total of three years experience in operating medium or large scale computer systems, six months of which was with the particular system identified in the task order is required. Experience must also include one year (of the five years total) of experience supervising personnel operating computer systems. A broad knowledge of the capabilities of the hardware system identified in the particular task order is required.

32.0 Computer Operator:

a. Education: None

b. Experience: A minimum of two years experience in operating medium or large scale computer systems is required. A general knowledge of the computer equipment being used and the ability to detect problems while running routine programs is also required.

33.0 Junior Computer Operator:

a. Education: None

b. Experience: At least one year of experience in operating computer systems or terminal equipment is required. A general knowledge of the computer equipment being used and the ability to detect programs while running routine programs is also required.

34.0 Tape Librarian:

a. Education: None

b. Experience: At least three years of experience in maintaining automated library systems and tape maintenance programs are required. A broad knowledge of automated tape library systems, tape library functions and tape maintenance is also required.

35.0 Computer Aide:

a. Education: None

b. Experience: At least one year of experience in any phase of the computer field through training or experience. General knowledge of clerical and peripheral operations support is required.

36.0 Technical Writer:

a. Education: None

b. Experience: A minimum of five years general experience in the field of technical writing/editing with at least two years of specialized experience in planning, developing, maintaining, rewriting, and producing computer software related documentation including tailoring style and readability to user requirements are required.

37.0 Administrative Specialists:

This labor category is for administrative support required to perform the task order. No specific level of experience is required. The individual shall have general administrative skills.

38.0 System Administrator:

a. Education: None

b. Experience: A minimum of five years experience in system administration, one year of which is on the particular system identified in the task order. This experience shall include system backup/recovery, basic software management, security management, library management, operating computer systems, sizing, performance, tuning, hardware/software troubleshooting, and resource allocation. Thorough knowledge of capabilities of the applicable hardware/software configurations is also required.

39.0 Operations Systems Security Specialist:

a. Education: Bachelor's degree from an accredited college or university with a curriculum or major field of study, which provides substantial knowledge useful in operating in large, complex IT projects to support integrated systems is required.

b. Experience: Five years of substantial experience in systems operations. Technical experience in providing analysis of system's vulnerability to possible intrusions, resource manipulation, resource denial and destruction of resources, providing technical support and analysis to document organizational information protection framework, and supporting policy and procedures preparation and implementation.

40.0 Assistant Operations Systems Security Specialist:

a. Education: Bachelor's degree from an accredited college or university with a curriculum or major field of study, which provides substantial knowledge useful in operating in large, complex IT projects to support integrated systems. Or seven years of substantial experience in systems operations without Bachelor's degree is required.

b. Experience: Two years of substantial experience in systems operations. Technical experience in providing analysis of system's vulnerability to possible intrusions, resource manipulation, resource denial and destruction of resources, providing technical support and analysis to document organizational information protection framework, and supporting policy and procedures preparation and implementation.

41.0 Scientific Subject Matter Specialist

a. Education: Master's degree from an accredited college or university in computer science, information systems, engineering or a mathematics-intensive discipline which provides substantial knowledge useful in managing large, complex projects, that is closely related to the work to be automated, or is a task related physical science.

b. Experience: Five years of intensive and progressive experience in the individual's field of study and specialization.