



**GENERAL SERVICES ADMINISTRATION  
Federal Acquisition Service  
Authorized Federal Supply Schedule FSS Price List**

Online access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through GSA Advantage!™, a menu-driven database system. The INTERNET address for GSA Advantage!™ is: [www.GSAAdvantage.gov](http://www.GSAAdvantage.gov)

**Schedule Title: Multiple Award Schedule  
Federal Supply Group: Information Technology  
Special Item Number (SIN):  
54151S 54151HEAL 541519ICAM 518210C OLM  
FSC/PSC Code: Various  
Contract Number: GS35F418CA  
Contract Period: 07/13/25 – 07/12/30**

**EAGLE TG, LLC**

**2115 Stephens Place, Suite 310  
New Braunfels, TX 78130  
(P) 830-549-3111  
[www.eagletg.com](http://www.eagletg.com)**

**Contract Administrator: Steven McDonald / [steven.mcdonald@eagletg.com](mailto:steven.mcdonald@eagletg.com)  
Business Size: Small Disadvantaged Business**



U.S. Small Business  
Administration



For more information on ordering go to the following website: [www.gsa.gov/schedules](http://www.gsa.gov/schedules)

Pricelist current through Modification PS-0073, effective 02/04/2026



# EAGLE

## TECHNOLOGY GROUP

[www.eagletg.com](http://www.eagletg.com)

Eagle TG provides expertise and services to help organizations reduce costs through improved IT. We help our clients increase organizational performance by combining our innovative use of technology and extensive experience in a range of industries to deliver solutions that help our clients achieve a rapid and sustainable business advantage.

### GSA MAS - AWARDED SPECIAL ITEM NUMBERS (SINS)

*Note: All non-professional labor categories must be incidental to and used solely to support hardware, software and/or professional services, and cannot be purchased separately.*

#### **SIN 54151S – Professional Information Technology Professional Services**

**FSC/PSC Code:** DA01 | SIN 54151S includes resources and facilities management, database planning and design, systems analysis and design, network services, programming, conversion and implementation support, network services project management, data/records management, and other services relevant to 29CFR541.400.

#### **SIN 54151HEAL – Health Information Technology Services**

**FSC/PSC Code:** DA01 | SIN 54151HEAL includes a wide range of Health IT services to include connected health, electronic health records, health information exchanges, health analytics, personal health information management, innovative Health IT solutions, health informatics, emerging Health IT research, and other Health IT services.

#### **SIN 541519ICAM – Identity, Credentialing and Access Management (ICAM)**

**FSC/PSC Code:** DJ01 | SIN 541519ICAM includes managed service offerings for electronic credentials (assurance levels IAL, AAL, and FAL), identity and access management, authentication, and identity and access management professional services.

#### **SIN 518210C – Cloud Computing and Cloud Related IT Professional Services**

**FSC/PSC Code:** DB10 | SIN 518210C includes a broad range of commercially available and emerging cloud computing services, such as Infrastructure as a Service (IaaS), Platform as a Service (PaaS), Software as a Service (SaaS), and cloud-based artificial intelligence and machine learning. It also encompasses IT professional services that support the government's efforts to adopt, migrate to, and manage cloud environments. These services may include specialized cloud-related labor categories or fixed-price professional service solutions that assist with assessing cloud options, refactoring workloads, migrating legacy systems, and overseeing ongoing cloud management and governance activities.

#### **SIN OLM – Order-Level Materials (OLMs)**

**FSC/PSC Code:** Various | SIN OLM includes supplies and/or services acquired in direct support of an individual task or delivery order placed against a Federal Supply Schedule (FSS) contract or FSS blanket purchase agreement (BPA).

## 1. CUSTOMER INFORMATION

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

SIN	SIN Description	Page
54151S	Professional Information Technology Services	4
54151HEAL	Health Information Technology Services	43
541519ICAM	Identity, Credentialing and Access Management (ICAM)	56
518210C	Cloud Computing & Cloud-Related IT Professional Services	81
OLM	Order-Level Materials (OLMs)	N/A

**1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract.** See pricing beginning on page 4.

**1c. If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility, and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate “Not applicable” for this item.** See Labor Category Descriptions beginning on page 13.

**2. Maximum Order:**

SIN 54151S:	\$500,000
SIN 54151HEAL:	\$500,000
SIN 541519ICAM:	\$1,000,000
SIN 518210C:	\$500,000

**3. Minimum Order:** \$100.00

**4. Geographic Coverage:** Domestic.

**5. Point(s) of production:** Same as company address.

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

**7. Quantity discounts:**

SIN 54151S:	1% for order(s) \$400,000 and above
SIN 54151HEAL:	1% for order(s) \$400,000 and above
SIN 541519ICAM:	1% for order(s) \$400,000 and above
SIN 518210C:	1% for order(s) \$400,000 and above

**8. Prompt payment terms:** 1% - Net 20 Calendar days from receipt of invoice or date of acceptance, whichever is later (Net 30 default).

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

9. **Foreign items:** None.
- 10a. **Time of Delivery:** Specified on the Task Order.
- 10b. **Expedited Delivery:** Contact Contractor.
- 10c. **Overnight and 2-day delivery:** Contact Contractor.
- 10d. **Urgent Requirements:** Items available for expedited delivery are noted in this price list.
11. **FOB Points:** Destination.
- 12a. **Ordering Address:**  
Contract Management  
2115 Stephens Place, Suite 310  
New Braunfels, TX 78130  
(P) 830-549-3111  
ETG-Biz@eagletg.com
- 12b. **Ordering procedures:** See Federal Acquisition Regulation (FAR) 8.405-3.
13. **Payment address (is):**  
Eagle TG, LLC  
ATTN: Accounting  
2115 Stephens Place, Suite 310  
New Braunfels, TX 78130  
(P) 830-549-3111  
mtea.ar@mteauthority.com
14. **Warranty provision:** Contractor's standard commercial warranty.
15. **Export Packing Charges:** Not Applicable.
16. **Terms and conditions of rental, maintenance, and repair:** Not Applicable.
17. **Terms and conditions of installation:** Not Applicable.
- 18a. **Terms and conditions of repair parts:** Not Applicable.
- 18b. **Terms and conditions for any other services:** Not Applicable.
19. **List of service and distribution points:** Not Applicable.
20. **List of participating dealers:** Not Applicable.
21. **Preventive maintenance:** Not Applicable.
- 22a. **Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:** Not Applicable.

**22b. If applicable, indicate that Section 508 compliance information is available for the information and communications technology (ICT) products and services and show where full details can be found (e.g. contractor's website or other location.) ICT accessibility standards can be found at: <https://Section508.gov>. N/A**

**23. Unique Entity Identifier (UEI) Number: MBZ8E2DEZTM9**

**24. Notification regarding registration in System for Award Management (SAM) database: Eagle TG, LLC is registered at SAM.gov.**

**2. SIN 54151S (PROFESSIONAL IT SERVICES)**

ID#	LCAT Description	YR 11	YR 12	YR 13	YR 14	YR 15
01011009	Analyst I	\$94.92	\$98.34	\$101.87	\$105.54	\$109.34
01011010	Analyst II	\$102.90	\$106.61	\$110.45	\$114.43	\$118.55
01011011	Analyst III	\$122.90	\$127.32	\$131.91	\$136.65	\$141.57
01011002	Applications Developer I	\$68.77	\$71.24	\$73.81	\$76.47	\$79.22
01011003	Applications Developer II	\$86.94	\$90.08	\$93.32	\$96.68	\$100.15
01011004	Applications Developer III	\$108.69	\$112.59	\$116.64	\$120.85	\$125.20
01011001	Applications Developer IV	\$146.93	\$152.22	\$157.70	\$163.38	\$169.26
01011006	Applications Systems Analyst I	\$70.67	\$73.22	\$75.86	\$78.59	\$81.42
01011007	Applications Systems Analyst II	\$86.94	\$90.08	\$93.32	\$96.68	\$100.15
01011008	Applications Systems Analyst III	\$108.69	\$112.59	\$116.64	\$120.85	\$125.20
01011005	Applications Systems Analyst IV	\$146.93	\$152.22	\$157.70	\$163.38	\$169.26
01011012	Business Process Consultant IV	\$132.53	\$137.31	\$142.26	\$147.38	\$152.69
01011013	Business Systems Analyst IV	\$112.55	\$116.60	\$120.81	\$125.16	\$129.66
01011014	Chief Information Security Officer VI	\$162.68	\$168.53	\$174.60	\$180.89	\$187.40
01011015	Computer Forensic and Intrusion Analyst IV	\$112.80	\$116.86	\$121.07	\$125.43	\$129.94
01011016	Computer Scientist Level V	\$252.86	\$261.95	\$271.39	\$281.16	\$291.28
01011017	Configuration Management Specialist II	\$93.78	\$97.16	\$100.65	\$104.28	\$108.04
01011018	Configuration Management Specialist III	\$118.37	\$122.63	\$127.04	\$131.62	\$136.35
01011019	Configuration Management Specialist IV	\$142.94	\$148.09	\$153.42	\$158.94	\$164.66
01011020	Consultant I	\$114.89	\$119.03	\$123.31	\$127.76	\$132.35
01011021	Consultant II	\$134.88	\$139.74	\$144.77	\$149.97	\$155.38
01011022	Consultant III	\$154.86	\$160.43	\$166.21	\$172.19	\$178.39
01011023	Data Architect IV	\$163.75	\$169.64	\$175.75	\$182.08	\$188.63
01011024	Data Warehousing Specialist I	\$93.78	\$97.16	\$100.65	\$104.28	\$108.04
01011025	Data Warehousing Specialist II	\$116.54	\$120.74	\$125.08	\$129.58	\$134.25
01011026	Data Warehousing Specialist III	\$148.14	\$153.47	\$158.99	\$164.72	\$170.65

<b>ID#</b>	<b>LCAT Description</b>	<b>YR 11</b>	<b>YR 12</b>	<b>YR 13</b>	<b>YR 14</b>	<b>YR 15</b>
01011027	Data Warehousing Specialist IV	\$163.75	\$169.64	\$175.75	\$182.08	\$188.63
01011028	Database Specialist I	\$87.53	\$90.68	\$93.94	\$97.33	\$100.84
01011029	Database Specialist II	\$116.54	\$120.74	\$125.08	\$129.58	\$134.25
01011030	Database Specialist III	\$138.37	\$143.35	\$148.50	\$153.85	\$159.40
01011031	Database Specialist IV	\$152.97	\$158.48	\$164.18	\$170.10	\$176.22
01011032	Disaster Recovery Specialist II	\$124.76	\$129.25	\$133.90	\$138.72	\$143.72
01011033	Disaster Recovery Specialist III	\$148.14	\$153.47	\$158.99	\$164.72	\$170.65
01011034	Enterprise Architect V	\$174.85	\$181.15	\$187.67	\$194.43	\$201.43
01011035	Enterprise Architect VI	\$180.62	\$187.12	\$193.86	\$200.85	\$208.08
01011036	Enterprise Resource Planning (ERP) Analyst IV	\$133.78	\$138.60	\$143.59	\$148.76	\$154.12
01011037	ERP Business/Architectural Specialist V	\$159.17	\$164.91	\$170.84	\$176.99	\$183.36
01011040	Enterprise Systems Administrator I	\$89.68	\$92.91	\$96.25	\$99.72	\$103.30
01011038	Enterprise Systems Administrator II	\$105.50	\$109.30	\$113.24	\$117.32	\$121.54
01011039	Enterprise Systems Administrator III	\$121.33	\$125.70	\$130.23	\$134.91	\$139.77
01011041	Financial Analyst IV	\$86.59	\$89.70	\$92.94	\$96.28	\$99.75
01011042	Geographic Information System Analyst/Programmer IV	\$88.43	\$91.62	\$94.91	\$98.33	\$101.86
01011043	Graphics Specialist III	\$79.60	\$82.46	\$85.43	\$88.50	\$91.69
01011044	Groupware Specialist III	\$116.96	\$121.17	\$125.53	\$130.06	\$134.74
01011045	Hardware Engineer I	\$61.51	\$63.73	\$66.03	\$68.40	\$70.86
01011046	Hardware Engineer II	\$84.87	\$87.92	\$91.08	\$94.36	\$97.75
01011047	Hardware Engineer III	\$108.80	\$112.72	\$116.78	\$120.98	\$125.33
01011048	Hardware Engineer IV	\$147.06	\$152.35	\$157.83	\$163.52	\$169.40
01011049	Helpdesk Specialist I	\$55.14	\$57.13	\$59.18	\$61.31	\$63.52
01011050	Helpdesk Specialist II	\$64.03	\$66.34	\$68.73	\$71.20	\$73.76
01011051	Helpdesk Specialist III	\$88.74	\$91.93	\$95.23	\$98.66	\$102.22
01011052	Information Assurance/Security Specialist I	\$96.26	\$99.73	\$103.31	\$107.03	\$110.88
01011053	Information Assurance/Security Specialist II	\$109.26	\$113.19	\$117.26	\$121.48	\$125.85

<b>ID#</b>	<b>LCAT Description</b>	<b>YR 11</b>	<b>YR 12</b>	<b>YR 13</b>	<b>YR 14</b>	<b>YR 15</b>
01011054	Information Assurance/Security Specialist III	\$124.76	\$129.25	\$133.90	\$138.72	\$143.72
01011055	Information Assurance/Security Specialist IV	\$148.14	\$153.47	\$158.99	\$164.72	\$170.65
01011056	Information Specialist/Knowledge Engineer III	\$141.17	\$146.25	\$151.52	\$156.97	\$162.62
01011057	IPT Subject Matter Expert II	\$129.95	\$134.63	\$139.48	\$144.49	\$149.69
01011058	IPT Subject Matter Expert III	\$166.64	\$172.63	\$178.85	\$185.29	\$191.96
01011059	IPT Subject Matter Expert IV	\$190.72	\$197.58	\$204.70	\$212.06	\$219.70
01011060	Modeling and Simulation Specialist III	\$158.56	\$164.27	\$170.19	\$176.31	\$182.66
01011061	Network Engineer I	\$104.92	\$108.70	\$112.60	\$116.65	\$120.86
01011062	Network Engineer II	\$117.89	\$122.14	\$126.53	\$131.08	\$135.80
01011063	Network Engineer III	\$154.86	\$160.43	\$166.21	\$172.19	\$178.39
01011064	Network Specialist I	\$78.39	\$81.21	\$84.13	\$87.16	\$90.30
01011065	Network Specialist II	\$109.26	\$113.19	\$117.26	\$121.48	\$125.85
01011066	Network Specialist III	\$124.76	\$129.25	\$133.90	\$138.72	\$143.72
01011067	Network Specialist IV	\$166.64	\$172.63	\$178.85	\$185.29	\$191.96
01011068	Program Manager I	\$109.90	\$113.86	\$117.96	\$122.21	\$126.61
01011069	Program Manager II	\$130.88	\$135.60	\$140.47	\$145.53	\$150.77
01011070	Program Manager IV	\$175.30	\$181.61	\$188.15	\$194.92	\$201.93
01011071	Project Manager I	\$97.92	\$101.45	\$105.10	\$108.89	\$112.81
01011072	Project Manager II	\$124.89	\$129.38	\$134.04	\$138.86	\$143.86
01011073	Project Manager III	\$152.97	\$158.48	\$164.18	\$170.10	\$176.22
01011074	Quality Assurance Specialist I	\$83.96	\$86.98	\$90.12	\$93.36	\$96.73
01011075	Quality Assurance Specialist II	\$93.56	\$96.93	\$100.41	\$104.03	\$107.78
01011076	Quality Assurance Specialist III	\$116.96	\$121.17	\$125.53	\$130.06	\$134.74
01011077	Quality Assurance Specialist IV	\$158.12	\$163.81	\$169.70	\$175.81	\$182.14
01011078	Research Analyst IV	\$104.77	\$108.53	\$112.44	\$116.49	\$120.69
01011079	Software Engineer I	\$89.91	\$93.15	\$96.50	\$99.98	\$103.58
01011080	Software Engineer II	\$106.90	\$110.75	\$114.74	\$118.87	\$123.15

GSA MAS Federal Supply Schedule  
Contract # GS35F418CA

<b>ID#</b>	<b>LCAT Description</b>	<b>YR 11</b>	<b>YR 12</b>	<b>YR 13</b>	<b>YR 14</b>	<b>YR 15</b>
01011081	Software Engineer III	\$129.89	\$134.57	\$139.42	\$144.43	\$149.63
01011082	Strategic/Capital Planner V	\$201.85	\$209.12	\$216.64	\$224.44	\$232.52
01011083	Subject Matter Expert I	\$134.88	\$139.74	\$144.77	\$149.97	\$155.38
01011084	Subject Matter Expert II	\$164.87	\$170.80	\$176.95	\$183.31	\$189.91
01011085	Subject Matter Expert III	\$194.83	\$201.84	\$209.11	\$216.63	\$224.43
01011086	Systems Administrator I	\$74.92	\$77.62	\$80.41	\$83.30	\$86.31
01011087	Systems Administrator II	\$84.93	\$87.98	\$91.14	\$94.43	\$97.82
01011088	Systems Administrator III	\$94.92	\$98.34	\$101.87	\$105.54	\$109.34
01011089	Systems Engineer I	\$104.92	\$108.70	\$112.60	\$116.65	\$120.86
01011090	Systems Engineer II	\$117.89	\$122.14	\$126.53	\$131.08	\$135.80
01011091	Systems Engineer III	\$154.86	\$160.43	\$166.21	\$172.19	\$178.39
01011092	Systems Engineer IV	\$130.41	\$135.10	\$139.97	\$145.01	\$150.23
01011093	Technical Editor IV	\$93.56	\$96.93	\$100.41	\$104.03	\$107.78
01011094	Technical Writer III	\$89.22	\$92.43	\$95.76	\$99.20	\$102.77
01011095	Technician I	\$54.96	\$56.94	\$58.98	\$61.11	\$63.30
01011096	Technician II	\$64.94	\$67.27	\$69.69	\$72.20	\$74.80
01011097	Technician III	\$74.92	\$77.62	\$80.41	\$83.30	\$86.31
01011098	Technology Engineer I	\$114.89	\$119.03	\$123.31	\$127.76	\$132.35
01011099	Technology Engineer II	\$134.88	\$139.74	\$144.77	\$149.97	\$155.38
01011100	Technology Engineer III	\$169.85	\$175.97	\$182.31	\$188.87	\$195.67
01011101	Test Engineer I	\$86.94	\$90.08	\$93.32	\$96.68	\$100.15
01011102	Test Engineer II	\$108.69	\$112.59	\$116.64	\$120.85	\$125.20
01011103	Test Engineer III	\$130.41	\$135.10	\$139.97	\$145.01	\$150.23
01011104	Training Specialist I	\$75.66	\$78.38	\$81.20	\$84.12	\$87.15
01011105	Training Specialist II	\$109.26	\$113.19	\$117.26	\$121.48	\$125.85
01011106	Training Specialist III	\$131.08	\$135.80	\$140.69	\$145.75	\$151.00
01011107	Voice/Data Communications Engineer I	\$80.06	\$82.94	\$85.92	\$89.02	\$92.22

<b>ID#</b>	<b>LCAT Description</b>	<b>YR 11</b>	<b>YR 12</b>	<b>YR 13</b>	<b>YR 14</b>	<b>YR 15</b>
01011108	Voice/Data Communications Engineer II	\$90.91	\$94.19	\$97.58	\$101.10	\$104.74
01011109	Voice/Data Communications Engineer III	\$116.54	\$120.74	\$125.08	\$129.58	\$134.25
01011110	Voice/Data Communications Engineer IV	\$157.56	\$163.23	\$169.11	\$175.19	\$181.50
01011111	Web Content Analyst IV	\$108.69	\$112.59	\$116.64	\$120.85	\$125.20
01011112	Web Designer III	\$85.03	\$88.09	\$91.26	\$94.55	\$97.95

**Experience & Degree Substitution Equivalencies**

\*Experience exceeding the minimum shown may be substituted for education. Likewise, education exceeding the minimum shown may be substituted for experience.

LABOR CATEGORY	STANDARD QUALS		SUBSTITUTIONS				
	Min Education	Min Exp	PhD	Masters	Bachelors	Associates	High School
Analyst I	Bachelors	0	0	0	0	2	4
Analyst II	Bachelors	1	0	0	1	3	6
Analyst III	Bachelors	3	0	1	3	5	7
Applications Developer I	Bachelors	0	0	0	0	2	4
Applications Developer II	Bachelors	1	0	0	1	3	6
Applications Developer III	Bachelors	3	0	1	3	5	7
Applications Developer IV	Masters	5	3	5	7	9	11
Applications Systems Analyst I	Bachelors	0	0	0	0	2	4
Applications Systems Analyst II	Bachelors	1	0	0	1	3	6
Applications Systems Analyst III	Bachelors	3	0	1	3	5	7
Applications Systems Analyst IV	Masters	5	3	5	7	9	11
Business Process Consultant IV	Masters	5	3	5	7	9	11
Business Systems Analyst IV	Masters	5	3	5	7	9	11
Chief Information Security Officer VI	Masters	9	7	9	11	13	NA
Computer Forensic and Intrusion Analyst IV	Masters	3	1	3	5	7	9
Computer Scientist Level V	Masters	7	5	7	9	11	13
Configuration Management Specialist II	Bachelors	1	0	0	1	3	6
Configuration Management Specialist III	Bachelors	3	0	1	3	5	7
Configuration Management Specialist IV	Masters	5	3	5	7	9	11
Consultant I	Bachelors	0	0	0	0	2	4
Consultant II	Bachelors	1	0	0	1	3	6
Consultant III	Bachelors	3	0	1	3	5	7
Data Architect IV	Masters	5	3	5	7	9	11
Data Warehousing Specialist I	Bachelors	0	0	0	0	2	4
Data Warehousing Specialist II	Bachelors	1	0	0	1	3	6
Data Warehousing Specialist III	Bachelors	3	0	1	3	5	7
Data Warehousing Specialist IV	Masters	5	3	5	7	9	11
Database Specialist I	Bachelors	0	0	0	0	2	4
Database Specialist II	Bachelors	1	0	0	1	3	6

LABOR CATEGORY	STANDARD QUALS		SUBSTITUTIONS				
	Min Education	Min Exp	PhD	Masters	Bachelors	Associates	High School
Database Specialist III	Bachelors	3	0	1	3	5	7
Database Specialist IV	Masters	5	3	5	7	9	11
Disaster Recovery Specialist II	Bachelors	1	0	0	1	3	6
Disaster Recovery Specialist III	Bachelors	3	0	1	3	5	7
Enterprise Architect V	Masters	7	3	5	7	9	11
Enterprise Architect VI	Masters	5	3	5	7	9	11
ERP Analyst IV	Masters	5	3	5	7	9	11
ERP Business/ Architectural Specialist V	Masters	7	5	7	9	11	13
Enterprise Systems Administrator I	Bachelors	0	0	0	0	2	4
Enterprise Systems Administrator II	Bachelors	1	0	0	1	3	6
Enterprise Systems Administrator III	Bachelors	3	0	1	3	5	7
Financial Analyst IV	Masters	3	0	1	3	5	7
Geographic Information System Analyst/Programmer IV	Masters	5	3	5	7	9	11
Graphics Specialist III	Bachelors	3	0	1	3	5	7
Groupware Specialist III	Bachelors	3	0	1	3	5	7
Hardware Engineer I	Bachelors	0	0	0	0	2	4
Hardware Engineer II	Bachelors	1	0	0	1	3	6
Hardware Engineer III	Bachelors	3	0	1	3	5	7
Hardware Engineer IV	Masters	5	3	5	7	9	11
Helpdesk Specialist I	Bachelors	0	0	0	0	2	4
Helpdesk Specialist II	Bachelors	1	0	0	1	3	6
Helpdesk Specialist III	Bachelors	3	0	1	3	5	7
Information Assurance/ Security Specialist I	Bachelors	0	0	0	0	2	4
Information Assurance/ Security Specialist II	Bachelors	1	0	0	1	3	6
Information Assurance/ Security Specialist III	Bachelors	3	0	1	3	5	7
Information Assurance/ Security Specialist IV	Masters	1	0	0	0	1	3
Information Specialist/ Knowledge Engineer III	Bachelors	3	0	0	1	3	5
IPT SME II	Bachelors	1	0	0	1	3	6
IPT SME III	Bachelors	3	0	1	3	5	7
IPT SME IV	Masters	5	3	5	7	9	11

LABOR CATEGORY	STANDARD QUALS		SUBSTITUTIONS				
	Min Education	Min Exp	PhD	Masters	Bachelors	Associates	High School
Modeling and Simulation Specialist III	Bachelors	3	0	1	3	5	7
Network Engineer I	Bachelors	0	0	0	0	2	4
Network Engineer II	Bachelors	1	0	0	1	3	6
Network Engineer III	Bachelors	3	0	1	3	5	7
Network Specialist I	Bachelors	0	0	0	0	2	4
Network Specialist II	Bachelors	1	0	0	1	3	6
Network Specialist III	Bachelors	3	0	1	3	5	7
Network Specialist IV	Masters	5	3	5	7	9	11
Program Manager I	Bachelors	2	0	0	2	5	7
Program Manager II	Bachelors	3	0	0	3	7	9
Program Manager IV	Masters	7	5	7	9	11	13
Project Manager I	Bachelors	0	0	0	0	2	4
Project Manager II	Bachelors	1	0	0	1	3	6
Project Manager III	Bachelors	1	0	0	0	1	3
Quality Assurance Specialist I	Bachelors	0	0	0	0	2	4
Quality Assurance Specialist II	Bachelors	1	0	0	1	3	6
Quality Assurance Specialist III	Bachelors	3	0	1	3	5	7
Quality Assurance Specialist IV	Masters	5	3	5	7	9	11
Research Analyst IV	Masters	5	3	5	7	9	11
Software Engineer I	Bachelors	0	0	0	0	2	4
Software Engineer II	Bachelors	1	0	0	1	3	6
Software Engineer III	Bachelors	3	0	1	3	5	7
Strategic/Capital Planner V	Masters	7	5	7	9	11	13
Subject Matter Expert I	Bachelors	0	0	0	0	2	4
Subject Matter Expert II	Bachelors	1	0	0	1	3	6
Subject Matter Expert III	Bachelors	3	0	1	3	5	7
Systems Administrator I	Bachelors	0	0	0	0	2	4
Systems Administrator II	Bachelors	1	0	0	1	3	6
Systems Administrator III	Bachelors	3	0	1	3	5	7
Systems Engineer I	Bachelors	0	0	0	0	2	4
Systems Engineer II	Bachelors	1	0	0	1	3	6
Systems Engineer III	Bachelors	3	0	1	3	5	7
Systems Engineer IV	Masters	5	3	5	7	9	11
Technical Editor IV	Masters	5	3	5	7	9	11
Technical Writer III	Bachelors	3	0	1	3	5	7

LABOR CATEGORY	STANDARD QUALS		SUBSTITUTIONS				
	Min Education	Min Exp	PhD	Masters	Bachelors	Associates	High School
Technician I	Bachelors	0	0	0	0	2	4
Technician II	Bachelors	1	0	0	1	3	6
Technician III	Bachelors	3	0	1	3	5	7
Technology Engineer I	Bachelors	0	0	0	0	2	4
Technology Engineer II	Bachelors	1	0	0	1	3	6
Technology Engineer III	Bachelors	3	0	1	3	5	7
Test Engineer I	Bachelors	0	0	0	0	2	4
Test Engineer II	Bachelors	1	0	0	1	3	6
Test Engineer III	Bachelors	3	0	1	3	5	7
Training Specialist I	Bachelors	0	0	0	0	2	4
Training Specialist II	Bachelors	1	0	0	1	3	6
Training Specialist III	Bachelors	3	0	1	3	5	7
Voice/Data Communications Engineer I	Bachelors	0	0	0	0	2	4
Voice/Data Communications Engineer II	Bachelors	1	0	0	1	3	6
Voice/Data Communications Engineer III	Bachelors	3	0	1	3	5	7
Voice/Data Communications Engineer IV	Masters	5	3	5	7	9	11
Web Content Analyst IV	Masters	5	3	5	7	9	11
Web Designer III	Bachelors	3	0	1	3	5	7

**Labor Category Descriptions**

**APPLICATIONS DEVELOPER SERIES**

<b>Series Functional Responsibility</b>	
<p>Designs, develops, enhances, debugs, and implements software. Troubleshoots production problems related to software applications. Researches, tests, builds, and coordinates the conversion and/or integration of new products based on client requirements. Designs and develops new software products or major enhancements to existing software. Addresses problems of systems integration, compatibility, and multiple platforms. Consults with project teams and end users to identify application requirements. Performs feasibility analysis on potential future projects to management. Assists in the evaluation and recommendation of application software packages, application integration and testing tools. Resolves problems with software and responds to suggestions for improvements and enhancements. Participates in development of software user manuals.</p>	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Applications Developer I</b>	<p>Assists with software development, testing, and debugging activities. Performs entry-level coding tasks and supports integration and documentation under supervision. Applies basic development tools and follows established programming practices.</p>
<b>Applications Developer II</b>	<p>Develops and maintains application components with moderate complexity. Supports system integration, code optimization, and testing coordination. Works independently on assigned tasks and contributes to technical documentation.</p>
<b>Applications Developer III</b>	<p>Leads development tasks and contributes to system design and implementation. Oversees technical deliverables, resolves complex integration issues, and supports architecture planning. Provides guidance to junior staff and ensures coding standards are met. Mentors junior developers and leads development tasks across concurrent initiatives.</p>
<b>Applications Developer IV</b>	<p>Directs software development strategy and technical execution across projects. Defines coding standards, leads solution design, and manages senior technical staff. Provides expert input on tool selection, architecture, and delivery planning.</p>

**APPLICATIONS SYSTEMS ANALYST SERIES**

<b>Series Functional Responsibility</b>
<p>Formulates and defines system scope and objectives based on user needs, project goals, and system constraints. Devises or modifies procedures to address operational or technical problems, accounting for system limitations, data throughput, scheduling dependencies, and interface requirements. Prepares specifications for applications, workflows, interfaces, or data exchanges to guide software development or configuration. Supports the design, testing, implementation, and documentation of new applications and enhancements to existing systems. Collaborates with project managers, developers, testers, and end users to ensure requirements are accurately captured and traceable throughout the lifecycle. Participates in the evaluation of new and</p>

existing software tools and assesses feasibility, functionality, and integration complexity. Applies structured analysis and requirements management practices to document and maintain functional and technical system attributes across multiple environments.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Applications Systems Analyst I</b>	Assists in the design, development, testing, implementation, and documentation of new software and enhancements of existing applications. Applies basic development tools and follows established programming practices.
<b>Applications Systems Analyst II</b>	Performs analysis of business and technical needs to define application requirements. Translates stakeholder input into structured documentation and supports test case execution. Coordinates with technical teams on design walkthroughs and validation sessions. Evaluates existing applications and tools to identify areas for refinement or enhancement.
<b>Applications Systems Analyst III</b>	Leads requirements definition for medium-to-large systems and develops comprehensive functional documentation. Analyzes performance, scalability, and usability constraints in collaboration with project teams. Oversees documentation and traceability, resolves requirement conflicts, and supports design validation. Mentors junior analysts and leads analysis tasks across concurrent initiatives.
<b>Applications Systems Analyst IV</b>	Directs analysis strategy for enterprise systems and complex integrations. Defines specifications across multiple workstreams and ensures alignment with business architecture. Leads feasibility studies, system evaluations, and stakeholder alignment sessions. Oversees requirement governance, risk prioritization, and decision support documentation. Guides multidisciplinary teams and advises senior leadership on solution direction.

**ANALYST SERIES**

<b>Series Functional Responsibility</b>	
Works with multiple departments and technical stakeholders to collect, analyze, and document business or system requirements. Gathers data through interviews, surveys, workshops, site visits, and workflow analysis. Evaluates and organizes inputs to develop process diagrams, use cases, and specifications. Decomposes high-level information into detailed, traceable requirements. Supports project teams by documenting timelines, version scope, and implementation status. Collaborates with system teams to validate that requirements are accurately implemented and aligned with stakeholder needs.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Analyst I</b>	Assists with requirements collection and documentation under close supervision. Supports data gathering, task tracking, and initial process mapping. Prepares notes, schedules, and input summaries from user sessions. Applies basic analytical methods and supports version control and documentation tasks.

<b>Analyst II</b>	Independently analyzes business inputs and develops structured documentation. Conducts stakeholder interviews and synthesizes technical and operational data. Refines workflow diagrams, use cases, and requirements based on project feedback. Supports feasibility assessments and change impact analysis. Collaborates with developers and testers to align technical outputs with documented needs.
<b>Analyst III</b>	Leads complex requirements analysis efforts across business and system domains. Facilitates working sessions and ensures traceability from business need through implementation. Develops and maintains detailed documentation packages, manages stakeholder feedback, and resolves conflicting inputs. Oversees the work of junior analysts and ensures timely, accurate delivery of requirements and related documentation across concurrent projects.

**BUSINESS PROCESS CONSULTANT SERIES**

<b>Series Functional Responsibility</b>	
Analyzes, documents, and re-engineers business processes to improve operational performance and service delivery outcomes. Identifies gaps, inefficiencies, and compliance risks across workflows and systems. Develops current- and future-state process maps, standard operating procedures, and quality indicators to guide transformation initiatives. Facilitates stakeholder workshops to gather feedback, validate recommendations, and build consensus around improvement strategies. Evaluates tools, policies, and organizational structures to support new business models. Recommends changes that enhance quality, efficiency, and adaptability, while aligning business needs with system capabilities and regulatory requirements.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Business Process Consultant IV</b>	Serves as the senior subject matter expert for business transformation and enterprise process optimization initiatives. Leads the assessment and redesign of complex or high-impact workflows, supporting both operational efficiency and strategic modernization goals. Designs and facilitates process workshops with cross-functional teams, translating stakeholder feedback into actionable plans, and produces high-level decision support materials. Oversees development of strategies, adoption plans, and performance measurement frameworks. Manages process improvement teams, ensures change alignment across business units, and collaborates with system architects and technical leads to integrate redesigned processes into system requirements and implementation plans. Guides multidisciplinary teams and advises senior leadership on solution direction.

**BUSINESS SYSTEMS ANALYST SERIES**

Series Functional Responsibility	
<p>Formulates and defines system scope and objectives based on user needs and operational requirements. Analyzes business and technical constraints to develop structured specifications for system features, workflows, and data structures. Devises or modifies procedures to resolve complex problems, considering capacity, processing limitations, and organizational goals. Prepares documentation that supports implementation of new or enhanced systems, working with project managers, developers, and stakeholders to align solutions with enterprise strategy. Translates business needs into system specifications and supports evaluation of proposed technologies to ensure they meet long-term operational goals. Applies structured analysis techniques to guide systems integration, configuration, and change management across the lifecycle.</p>	
Additional Functional Responsibility/Skills:	
<p><b>Business Systems Analyst IV</b></p>	<p>Leads enterprise-level system and business analysis efforts for major initiatives and modernization programs. Defines and maintains system and data specifications that align with evolving mission and compliance requirements. Oversees analysis of performance, scalability, and architectural impacts of new technologies and application changes. Facilitates stakeholder alignment and approval processes, manages analysis documentation, and ensures consistency across workstreams. Provides strategic analysis support to executive decision-makers, mentors analysts across teams, and ensures traceability from business need to system implementation across multiple integrated platforms.</p>

**CHIEF INFORMATION SECURITY OFFICER SERIES**

Series Functional Responsibility	
<p>Provides executive leadership for enterprise information security programs. Establishes security strategy, governance structures, and risk management frameworks to safeguard systems and data across the organization. Develops and maintains information security policies, standards, and procedures aligned with organizational objectives and compliance obligations. Oversees incident response, vulnerability management, security architecture, and awareness programs. Coordinates with executive leadership, legal, audit, and operational teams to integrate security into business planning and IT modernization initiatives. Guides the identification and implementation of technologies to detect, prevent, and mitigate security risks. Leads enterprise-wide security assessments and ensures timely remediation of findings.</p>	
Additional Functional Responsibility/Skills:	
<p><b>Chief Information Security Officer VI</b></p>	<p>Serves as the senior-most authority on information security strategy, governance, and operations. Leads the development and enforcement of enterprise-wide security programs and advises senior executives on evolving threat landscapes, technology risks, and regulatory developments. Oversees the evaluation and integration of security technologies, including monitoring tools, identity and</p>

	<p>access management, endpoint protection, and cloud security controls. Directs cross-functional security teams, defines risk tolerance thresholds, and manages security budgets. Collaborates with internal and external stakeholders on incident response coordination, audit activities, and third-party risk assessments. Provides strategic oversight of security metrics, maturity models, and enterprise risk posture. Manages senior personnel and ensures alignment between security priorities and organizational goals.</p>
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**COMPUTER FORENSIC AND INTRUSION ANALYST SERIES**

Series Functional Responsibility	
<p>Performs forensic analysis and intrusion investigation activities to identify, assess, and respond to cybersecurity incidents. Collects, preserves, and analyzes digital evidence from information systems, networks, and mobile devices. Applies technical methods to detect system compromise, malicious activity, or policy violations. Prepares analytical reports, timelines, and incident artifacts that support remediation, prosecution, or compliance objectives. Collaborates with cybersecurity teams, system administrators, and stakeholders to develop threat detection rules, improve monitoring, and enhance defensive capabilities. Evaluates intrusion techniques, emerging malware, and attack vectors to refine investigative tools and methodologies.</p>	
Additional Functional Responsibility/Skills:	
<p><b>Computer Forensic and Intrusion Analyst IV</b></p>	<p>Conducts advanced digital forensics and incident response investigations involving complex attack surfaces, evasive malware, and cross-system compromise. Leads acquisition and analysis of volatile and non-volatile data, correlates findings across platforms, and reconstructs adversary activity to support technical or legal proceedings. Evaluates forensic tools, creates custom scripts, and recommends updates to detection and logging mechanisms. Advises on threat mitigation strategies and supports tuning of security monitoring systems. Oversees incident investigations, prepares executive-level summaries, and coordinates across security, compliance, and legal teams. Mentors forensic analysts and leads response efforts for sensitive or high-impact security events.</p>

**COMPUTER SCIENTIST SERIES**

Series Functional Responsibility	
<p>Applies computer science principles to solve complex computational and engineering problems. Designs and develops algorithms, simulation models, and data processing routines to support research, analytics, and system optimization efforts. Conducts performance tuning, model validation, and integration of specialized applications. Evaluates emerging technologies, computing paradigms, and analytical methods to support system enhancement or modernization efforts. Collaborates with multidisciplinary teams to implement technical solutions across system lifecycles.</p>	

<b>Additional Functional Responsibility/Skills:</b>	
<b>Computer Scientist V</b>	Leads the design and implementation of scientific and analytical software systems supporting enterprise or research initiatives. Develops advanced algorithms, computational models, and custom analytical tools for simulation, optimization, or modeling use cases. Guides architectural design decisions and ensures consistency across high-performance or data-intensive environments. Oversees technical strategy, reviews code artifacts, and advises stakeholders on applied computing solutions. Provides mentorship to technical staff and contributes to the evaluation of innovative technologies or computing frameworks.

**CONFIGURATION MANAGEMENT SPECIALIST SERIES**

<b>Series Functional Responsibility</b>	
Supports configuration control processes to ensure consistency, integrity, and traceability of hardware, software, and documentation. Tracks versioning, change requests, and baseline management activities across development, testing, and deployment environments. Conducts configuration audits, supports release management, and assists in maintaining the configuration management (CM) plan, records, and toolsets. Coordinates with project managers, engineers, and operations staff to ensure changes are properly documented and implemented in accordance with policy and lifecycle requirements.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Configuration Management Specialist II</b>	Maintains records of hardware and software configurations, change logs, and version control artifacts. Participates in change control board meetings and documents approvals, rejections, or deferrals. Supports configuration identification, audits, and data integrity checks under supervision. Assists in maintaining configuration baselines and applies version control procedures to maintain release accuracy.
<b>Configuration Management Specialist III</b>	Implements and maintains configuration control practices across multiple environments. Analyzes change impacts, manages the CM database, and enforces version tracking across product lines. Leads configuration audits and provides procedural guidance to project teams. Coordinates with testing and release teams to align configuration items with delivery milestones and supports troubleshooting of deployment discrepancies. Mentors junior analysts and leads analysis tasks across concurrent initiatives.
<b>Configuration Management Specialist IV</b>	Leads enterprise configuration management planning and governance. Establishes CM policy and procedures and ensures compliance across teams and systems. Defines strategy for automated CM tools and oversees configuration data quality, audit readiness, and lifecycle traceability. Provides expert guidance on CM integration with release management, DevSecOps pipelines, and quality assurance practices.

**CONSULTANT SERIES**

Series Functional Responsibility	
<p>Provides advisory and support services in areas related to information technology utilization, systems implementation, or digital modernization. Works with client stakeholders to gather requirements, identify capability gaps, and recommend improvements to operational workflows, systems, or infrastructure. Facilitates coordination across project teams and functional areas to align IT capabilities with mission needs. Assists with knowledge transfer, training, and integration of best practices. Maintains accurate documentation and delivers recommendations that support system functionality, user enablement, and performance outcomes. Applies problem-solving skills to technical and procedural challenges in support of client objectives.</p>	
Additional Functional Responsibility/Skills:	
<b>Consultant I</b>	<p>Supports technical consultants or project staff by gathering and organizing client requirements, assisting with solution documentation, and providing end-user communication support. Applies basic analytical and communication skills in a supervised team environment. Prepares meeting materials and maintains version-controlled documentation.</p>
<b>Consultant II</b>	<p>Conducts stakeholder interviews, assesses IT needs, and drafts structured recommendations for review. Assists in evaluating operational challenges, technology use, and change readiness. Facilitates knowledge sharing, supports data gathering, and tracks resolution of technical or procedural issues. Coordinates with implementation teams to align workstreams with client goals.</p>
<b>Consultant III</b>	<p>Leads client engagements involving system usage analysis, solution planning, and modernization initiatives. Provides insight into process improvement opportunities and develops implementation strategies. Coordinates across business and IT teams to ensure project alignment. Mentors junior consultants, refines client deliverables, and contributes to the long-term success of solution adoption efforts.</p>

**DATA ARCHITECT SERIES**

Series Functional Responsibility
<p>Designs, implements, and maintains data architecture frameworks, standards, and models to support enterprise systems, integration, and analytics. Analyzes data requirements, defines structures, and oversees database architecture, warehousing, and metadata strategies. Collaborates with stakeholders, developers, and data stewards to ensure that data definitions and structures meet operational, analytical, and regulatory requirements. Develops logical and physical models and recommends architecture adjustments based on system performance, scalability, and evolution goals. Aligns data architecture decisions with enterprise governance and modernization initiatives.</p>

<b>Additional Functional Responsibility/Skills:</b>	
<b>Data Architect IV</b>	Defines and maintains enterprise data architecture frameworks across cloud, hybrid, and on-premises environments. Leads the creation of data standards, integration strategies, and warehouse optimization techniques. Coordinates across multidisciplinary teams to implement dimensional modeling, data pipelines, and governance workflows. Advises leadership on master data management, architecture scalability, and modernization strategy. Oversees implementation and ensures alignment with operational goals, security considerations, and system lifecycle requirements.

**DATA WAREHOUSING SPECIALIST SERIES**

<b>Series Functional Responsibility</b>	
Supports the design, development, and operation of enterprise data warehouse solutions. Implements extraction, transformation, and loading (ETL) processes, and applies data quality, security, and availability practices. Defines user access protocols and manages metadata repositories to enable analytics and reporting. Collaborates with data engineers, analysts, and system architects to meet organizational data delivery needs across structured and unstructured sources.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Data Warehousing Specialist I</b>	Assists in the documentation of data warehouse requirements, data mappings, and ETL routines. Supports testing and maintenance of data pipelines, validation of ingestion processes, and preparation of basic reports. Applies standard tools and follows guidance in a supervised environment.
<b>Data Warehousing Specialist II</b>	Develops and maintains ETL scripts and data models to support dashboards, reports, and analytics use cases. Implements quality checks, enforces schema consistency, and collaborates on data structure enhancements. Supports database refresh cycles, user access provisioning, and metadata maintenance.
<b>Data Warehousing Specialist III</b>	Leads development of warehouse schemas and manages integrations with source systems. Optimizes performance through indexing, partitioning, and scheduling strategies. Evaluates reporting tools, maintains metadata repositories, and enforces governance practices. Provides direction to data analysts and engineers in delivering analytic-ready datasets. Mentors junior data warehousing specialists and leads data warehousing tasks across concurrent initiatives.
<b>Data Warehousing Specialist IV</b>	Architects data warehouse environments supporting enterprise analytics, operational intelligence, and business intelligence strategies. Oversees solution design, scalability, and compliance with data lifecycle and retention policies. Leads enterprise data modeling efforts, advises on data lake integration, and drives continuous improvement across tools, methods, and metadata strategy.

**DATABASE SPECIALIST SERIES**

<b>Series Functional Responsibility</b>	
<p>Designs, implements, administers, and maintains relational and non-relational database systems supporting enterprise applications and analytics. Performs database tuning, backup and recovery, user access control, and schema modification tasks. Collaborates with development and infrastructure teams to ensure data integrity, availability, and performance. Evaluates database tools, assists in system migrations, and supports compliance with data governance, retention, and security requirements.</p>	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Database Specialist I</b>	<p>Assists with database creation, configuration, and maintenance under supervision. Supports basic queries, indexing, and backup tasks. Follows established procedures for access controls, data validation, and change tracking.</p>
<b>Database Specialist II</b>	<p>Leads implementation of database improvements, index tuning, and query optimization across environments. Designs logical and physical data models, supports high-availability configurations, and conducts capacity planning. Oversees data migration, change management, and security hardening efforts. Coordinates with application and infrastructure teams to ensure continuity and performance. Mentors junior database specialists and leads analysis tasks across concurrent initiatives.</p>
<b>Database Specialist IV</b>	<p>Architects and manages complex, enterprise-scale database systems. Defines standards for performance, availability, and scalability. Oversees database strategy, modernization planning, and integration across platforms and cloud services. Provides leadership on tool evaluation, policy enforcement, and governance alignment. Mentors database teams and leads system audits or recovery readiness efforts.</p>

**DISASTER RECOVERY SPECIALIST SERIES**

<b>Series Functional Responsibility</b>	
<p>Develops and maintains disaster recovery (DR) strategies, plans, and procedures to ensure the continuity and rapid restoration of IT systems and services. Coordinates with business, IT, and security teams to identify recovery priorities, define RTOs/RPOs, and align recovery resources. Conducts risk assessments, recovery tests, and reviews of system dependencies to validate readiness and compliance with resilience standards.</p>	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Disaster Recovery Specialist II</b>	<p>Assists with documenting recovery procedures, test plans, and system recovery protocols. Supports DR testing coordination and issue resolution. Tracks updates to recovery assets, system configurations, and dependency lists. Collaborates with operations teams during DR exercises and provides after-action documentation.</p>
<b>Disaster Recovery Specialist III</b>	<p>Leads planning and execution of DR testing, scenario analysis, and recovery plan validation. Evaluates system interdependencies,</p>

	<p>develops playbooks, and updates continuity strategies based on organizational changes. Coordinates with infrastructure and application owners to ensure critical systems meet defined recovery objectives. Provides documentation and leadership during recovery events and improvement initiatives. Mentors junior disaster recovery specialist and leads disaster recovery tasks across concurrent initiatives.</p>
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**ENTERPRISE ARCHITECT SERIES**

Series Functional Responsibility	
<p>Defines enterprise architecture strategy, standards, and roadmaps to guide technology alignment with business goals. Develops architectural artifacts including reference models, integration patterns, data flows, and capability blueprints. Evaluates new technologies and provides design guidance for scalable, secure, and interoperable systems. Collaborates with business units, IT leaders, and solution architects to support technology modernization and operational resilience. Establishes architectural governance processes to ensure alignment across systems, infrastructure, and service platforms.</p>	
Additional Functional Responsibility/Skills:	
<p><b>Enterprise Architect V</b></p>	<p>Provides high-level architectural expertise for defining and optimizing enterprise-wide systems. Develops architectural standards, defines system strategies, and supports technology selection aligned with organizational goals. Collaborates with senior stakeholders to assess feasibility, prioritize initiatives, and ensure technical alignment across portfolios. Guides complex integrations, identifies systemic risks, and oversees documentation and planning artifacts that support project delivery. Contributes to enterprise governance forums and supports alignment of architecture with business strategy.</p>
<p><b>Enterprise Architect VI</b></p>	<p>Serves as lead enterprise architect responsible for end-to-end system architecture across complex, integrated environments. Formulates enterprise-level design strategies and target-state architectures addressing performance, security, and scalability. Oversees implementation of reference models and ensures system alignment with long-term technical and business objectives. Engages with senior executives to translate business vision into architecture deliverables and modernization blueprints. Advises on technology investments, vendor tools, and platform consolidations. Leads architecture teams, mentors senior staff, and ensures compliance with architecture governance policies.</p>

**ENTERPRISE RESOURCE PLANNING (ERP) ANALYST SERIES**

<b>Series Functional Responsibility</b>	
<p>Supports the planning, design, configuration, and testing of ERP systems. Gathers and documents user requirements, analyzes functional gaps, and assists in aligning ERP features with operational needs. Contributes to data migration, reporting, and validation tasks. Coordinates with developers, integrators, and end users to support solution implementation and system optimization. Applies structured analysis methods to support ERP process modeling, module testing, and documentation.</p>	
<b>Additional Functional Responsibility/Skills:</b>	
<p><b>Enterprise Resource Planning (ERP) Analyst IV</b></p>	<p>Leads analysis efforts across ERP modules and business domains. Develops and refines functional specifications for configuration, testing, and deployment. Coordinates user acceptance testing, data validation, and integration activities across workstreams. Advises stakeholders on ERP enhancements and system capabilities. Facilitates requirements identification workshops and ensures accurate documentation of business processes and system configurations. Mentors junior analysts and contributes to planning documentation and system lifecycle support.</p>

**ENTERPRISE RESOURCE PLANNING (ERP) BUSINESS/ARCHITECTURAL SPECIALIST SERIES**

<b>Series Functional Responsibility</b>	
<p>Designs and oversees ERP system architecture, integration strategy, and process alignment across enterprise functions. Leads configuration design, system interconnectivity planning, and implementation roadmap development. Aligns ERP technical and functional solutions with organizational goals, industry standards, and best practices. Collaborates with analysts, technical leads, and system owners to support performance, scalability, and system reliability.</p>	
<b>Additional Functional Responsibility/Skills:</b>	
<p><b>Enterprise Resource Planning Business / Architectural Specialist V</b></p>	<p>Provides expert-level guidance on ERP architecture, system configuration, and implementation strategy. Defines system structures, integration points, and data governance models. Leads cross-functional teams in evaluating ERP modules, identifying architecture risks, and delivering high-quality, scalable solutions. Advises on upgrade paths, system optimization, and organizational change implications related to ERP adoption. Oversees technical documentation, configuration standards, and architectural governance.</p>

**ENTERPRISE SYSTEMS ADMINISTRATOR SERIES**

<b>Series Functional Responsibility</b>	
<p>Administers, configures, and supports enterprise server infrastructure and system environments. Installs, monitors, and maintains operating systems, applications, and services across physical and virtual environments. Supports system security, patch management, backup/recovery operations, and user access provisioning. Coordinates with network, application, and cybersecurity teams to troubleshoot issues, implement upgrades, and ensure operational continuity. Maintains documentation of configurations, baselines, and standard operating procedures. Participates in system planning and contributes to optimizing performance, availability, and reliability across the IT enterprise.</p>	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Enterprise Systems Administrator I</b>	<p>Performs routine installation, configuration, and monitoring of system components under supervision. Supports ticket resolution, routine system updates, and log reviews. Follows established procedures for user account creation, backup tasks, and standard maintenance operations.</p>
<b>Enterprise Systems Administrator II</b>	<p>Independently performs configuration and administration of operating systems and related services. Troubleshoots incidents involving system performance, user access, and patch management. Coordinates minor upgrades and provides documentation for change tracking and compliance purposes. Interfaces with IT support teams to resolve escalated issues.</p>
<b>Enterprise Systems Administrator III</b>	<p>Leads administration efforts across server platforms and contributes to the development of maintenance and disaster recovery procedures. Conducts performance tuning, system integration, and security hardening. Oversees patch deployment, configuration auditing, and system automation activities. Guides junior administrators, supports operational planning, and ensures compliance with organizational policies and IT best practices. Mentors junior systems administrators and leads system administration tasks across concurrent initiatives.</p>

**FINANCIAL ANALYST SERIES**

<b>Series Functional Responsibility</b>	
<p>Performs financial analysis in support of IT programs, projects, or enterprise initiatives. Prepares financial reports, budget models, cost-benefit assessments, and forecasts aligned with technical and programmatic goals. Reviews expenditures, identifies cost variances, and ensures compliance with funding guidelines and internal policies. Collaborates with program managers, contract staff, and project leads to align financial data with schedules, deliverables, and resource plans.</p>	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Financial Analyst IV</b>	<p>Leads financial planning and analysis activities across multi-project portfolios. Develops program budgets, monitors execution against</p>

	funding plans, and prepares variance analyses and corrective action recommendations. Coordinates with leadership to align financial forecasts with operational priorities. Oversees reporting to internal and external stakeholders and ensures audit readiness. Provides guidance to analysts and supports scenario modeling for strategic decision support.
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**GEOGRAPHIC INFORMATION SYSTEM (GIS) ANALYST/PROGRAMMER SERIES**

Series Functional Responsibility	
<p>Designs, develops, and maintains geospatial data, tools, and systems. Supports spatial data acquisition, transformation, and visualization to enable GIS-based analysis and decision-making. Builds map-based applications, custom scripts, and spatial queries using GIS software and programming tools. Ensures data quality, projection alignment, and accuracy across layers and geodatabases.</p>	
Additional Functional Responsibility/Skills:	
<p><b>GIS Analyst/ Programmer IV</b></p>	<p>Develops advanced GIS applications and automates spatial workflows across enterprise environments. Designs custom tools for data processing, visualization, and spatial analysis. Manages large geospatial datasets, ensures data integrity, and integrates GIS functionality with broader IT systems. Provides technical guidance on spatial architecture, supports performance tuning, and collaborates with stakeholders to align GIS capabilities with mission objectives.</p>

**GRAPHICS SPECIALIST SERIES**

Series Functional Responsibility	
<p>Creates and produces graphic art, visual content, and multimedia materials that support communication, instructional, promotional, and digital product needs. Designs interactive content, illustrations, and layouts for web platforms, presentations, publications, and other media. Integrates animation, images, sound, and text using automated tools to develop cohesive visual outputs. Collaborates with technical and program teams to align visual materials with project objectives, branding standards, and user engagement strategies. Maintains digital asset libraries, ensures file formatting compatibility, and adheres to accessibility and usability standards across media formats.</p>	
Additional Functional Responsibility/Skills:	
<p><b>Graphics Specialist III</b></p>	<p>Leads the design and production of complex graphic products including interactive presentations, data visualizations, instructional media, and marketing materials. Applies expert knowledge of design software and multimedia tools to generate impactful content. Advises on layout standards, typography, and color theory for digital and print. Works closely with stakeholders to translate technical information into clear visual formats. Oversees graphic design</p>

	workflows, provides technical direction to junior designers, and ensures visual consistency across deliverables.
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**GROUPWARE SPECIALIST SERIES**

Series Functional Responsibility	
Implements and supports enterprise collaboration platforms and messaging systems. Configures groupware tools, manages user permissions, and ensures secure communication and data sharing across organizational units. Monitors system availability, applies updates and patches, and resolves platform issues in coordination with IT teams. Maintains documentation, assists with user support, and ensures integration with broader IT infrastructure.	
Additional Functional Responsibility/Skills:	
<b>Groupware Specialist III</b>	Administers and optimizes collaboration environments supporting messaging, calendaring, and document sharing functions. Coordinates troubleshooting and platform integration activities across systems. Implements role-based access controls and supports continuity through scheduled backups and platform updates. Advises on collaboration tool selection and supports onboarding and transition planning for end users.

**HARDWARE ENGINEER SERIES**

Series Functional Responsibility	
Designs, develops, tests, and evaluates computer hardware systems including servers, workstations, peripherals, and embedded components. Supports installation, configuration, and lifecycle maintenance of hardware infrastructure. Conducts diagnostics, performance testing, and component compatibility analysis. Works with system engineers and IT operations teams to ensure reliability and integration of hardware with software systems and user environments.	
Additional Functional Responsibility/Skills:	
<b>Hardware Engineer I</b>	Supports hardware setup, basic installation, and routine maintenance tasks under supervision. Assists with troubleshooting issues and documenting component specifications. Follows procedures for equipment configuration and asset tracking.
<b>Hardware Engineer II</b>	Installs, configures, and maintains hardware components and peripherals. Diagnoses and resolves technical problems related to equipment performance and compatibility. Assists with hardware upgrades, testing, and user support coordination. Tracks changes in asset configuration and documents issue resolution procedures.
<b>Hardware Engineer III</b>	Leads hardware system integration and supports engineering analysis of platform performance and component-level optimization. Conducts compatibility assessments, interfaces with vendors, and provides input into product selection and evaluation. Oversees testing procedures and supports hardware refresh or modernization efforts. Mentors junior staff and contributes to design documentation and equipment lifecycle planning.

<b>Hardware Engineer IV</b>	<p>Designs and manages complex hardware environments for enterprise systems. Leads specification development, hardware architecture strategy, and configuration standards. Provides guidance on procurement, security hardening, and hardware integration into hybrid or cloud-enabled environments. Oversees enterprise infrastructure refresh planning and manages hardware engineering teams.</p>
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**HELPDESK SPECIALIST SERIES**

<b>Series Functional Responsibility</b>	
<p>Provides front-line technical support for hardware, software, and systems issues through telephone, email, ticketing systems, and remote tools. Diagnoses and resolves technical problems related to user access, performance, and software configuration. Tracks, escalates, and monitors issue resolution using standard IT service management practices. Maintains documentation for incidents, resolutions, and known error databases. Collaborates with systems engineers, network teams, and application owners to resolve complex problems and contribute to service improvement initiatives. Supports onboarding, access provisioning, and standard configuration compliance across desktop and mobile environments.</p>	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Helpdesk Specialist I</b>	<p>Responds to routine user inquiries, resolves basic hardware and software issues, and provides Tier 1 support through established procedures. Logs incidents, tracks resolution steps, and provides updates to users. Assists with device setup, password resets, and software installations under supervision. Escalates unresolved issues to higher support levels and documents support activities per service standards.</p>
<b>Helpdesk Specialist II</b>	<p>Performs Tier 1 and Tier 2 support duties including advanced troubleshooting of workstations, printers, operating systems, and productivity software. Guides users through technical procedures, simulates and recreates reported issues, and updates knowledge base articles. Collaborates with system administrators to resolve recurring problems. Ensures timely incident closure and supports tracking of service-level metrics.</p>
<b>Helpdesk Specialist III</b>	<p>Provides advanced technical support and acts as escalation point for lower-tier personnel. Diagnoses systemic issues, engages technical teams to implement workarounds, and recommends long-term fixes. Oversees asset tracking, remote support systems, and configuration management protocols. Assists with help desk workflow optimization and ensures alignment with ITIL or organizational service management frameworks. Mentors junior staff and supports customer satisfaction tracking.</p>

**INFORMATION ASSURANCE/SECURITY SPECIALIST SERIES**

<b>Series Functional Responsibility</b>	
<p>Implements, monitors, and supports information security controls to protect systems, networks, and data. Applies risk management frameworks, conducts system audits, supports authorization activities, and develops security documentation in support of system accreditation. Assists in vulnerability management, incident detection and response, and enforcement of security policies. Coordinates with stakeholders to ensure that systems are securely configured, monitored, and maintained in compliance with applicable regulations, guidelines, and best practices.</p>	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Information Assurance/Security Specialist I</b>	<p>Supports basic cybersecurity tasks such as security monitoring, account management, and documentation of system configurations. Assists with incident logging, antivirus management, and vulnerability tracking. Follows security procedures and supports compliance reporting under supervision.</p>
<b>Information Assurance/Security Specialist II</b>	<p>Performs security reviews, supports policy enforcement, and monitors access control systems. Assists with system audits, risk assessments, and Plan of Action and Milestones (POA&amp;M) tracking. Coordinates with IT teams to implement baseline security controls and supports patch and remediation activities. Documents findings and contributes to compliance documentation.</p>
<b>Information Assurance/Security Specialist III</b>	<p>Leads security reviews and vulnerability mitigation efforts across multiple systems. Supports system accreditation packages, security test procedures, and audit readiness. Advises on technical security controls, enforces configuration baselines, and supports threat detection and response efforts. Mentors junior staff and collaborates with engineering and operations teams to integrate security into system lifecycle processes.</p>
<b>Information Assurance/Security Specialist IV</b>	<p>Directs security operations and compliance activities for enterprise environments. Defines and oversees implementation of security architectures and technical safeguards. Coordinates incident response and investigation, manages POA&amp;M resolution, and ensures alignment with frameworks such as NIST, RMF, or organizational standards. Provides executive-level reporting and guidance on security posture, risk, and compliance strategy. Oversees audit preparation and security workforce development.</p>

**INFORMATION SPECIALIST/KNOWLEDGE ENGINEER SERIES**

<b>Series Functional Responsibility</b>
<p>Develops, integrates, and maintains knowledge management systems and enterprise information repositories. Designs data classification, search algorithms, and metadata strategies to support knowledge discovery and reuse. Applies automation tools for knowledge capture and implements content tagging, version control, and semantic search capabilities. Collaborates with</p>

stakeholders to translate knowledge requirements into functional content repositories, aligning with organizational processes and data structures.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Information Specialist/Knowledge Engineer III</b>	Designs and implements enterprise knowledge systems supporting content curation, retrieval, and categorization. Applies advanced information modeling and taxonomy structures to organize structured and unstructured content. Supports enterprise portal integration and analytics-driven content enhancements. Collaborates with business units to ensure knowledge systems meet user accessibility and accuracy needs. Provides technical guidance on metadata governance and search optimization practices.

**INTEGRATED PRODUCT TEAM (IPT) SUBJECT MATTER EXPERT (SME) SERIES**

<b>Series Functional Responsibility</b>	
Serves as a domain authority across technical, operational, or scientific areas in support of integrated environments. Provides specialized consultation on highly complex system implementations, business processes, or analytic methodologies. Advises development teams, architects, and program leads on best practices, integration concerns, and implementation risks. Supports lifecycle activities such as planning, analysis, testing, and implementation, while guiding strategic decisions based on domain knowledge.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>IPT SME II</b>	Provides subject-specific insight to support requirements development and technical solution planning. Assists in evaluating use cases, process improvements, and system configurations. Works across functional teams to ensure alignment with mission and operational priorities. Applies analytical methods and prepares structured recommendations for decision-makers.
<b>IPT SME III</b>	Advises technical and business teams on domain-specific requirements, policy implications, and implementation risks. Leads review of requirements, supports strategic road-mapping, and refines solution architectures. Resolves stakeholder concerns, mentors junior analysts, and ensures accuracy and traceability of high-impact deliverables. Coordinates with systems and program leadership on integration feasibility. Mentors junior staff and supports customer satisfaction tracking.
<b>IPT SME IV</b>	Provides expert-level guidance across multi-disciplinary teams on critical design decisions, architectural tradeoffs, and business transformation efforts. Leads strategy development, risk analysis, and enterprise solution alignment. Oversees technical advisory efforts, stakeholder workshops, and feasibility assessments for system-of-systems implementations. Mentors senior staff, advises on long-term investment decisions, and ensures alignment between mission objectives and emerging technologies.

**MODELING AND SIMULATION SPECIALIST SERIES**

<b>Series Functional Responsibility</b>	
<p>Develops, implements, and analyzes computational models and simulations to support systems design, performance analysis, testing, and optimization. Utilizes simulation tools, algorithms, and statistical methods to represent real-world operations, predict behaviors, and support decision-making. Collaborates with analysts, engineers, and stakeholders to define modeling parameters, interpret simulation results, and validate against system or mission requirements.</p>	
<b>Additional Functional Responsibility/Skills:</b>	
<p><b>Modeling and Simulation Specialist III</b></p>	<p>Designs and configures simulation environments and modeling tools to support analysis of operational systems and mission scenarios. Applies quantitative techniques to assess system behavior, performance trade-offs, and operational feasibility. Documents modeling assumptions, presents results to stakeholders, and contributes to verification and validation activities. Supports integration of models with other enterprise tools and data sources. Mentors junior personnel and leads tasks across concurrent initiatives.</p>

**NETWORK ENGINEER SERIES**

<b>Series Functional Responsibility</b>	
<p>Designs, implements, secures, and supports enterprise network infrastructure including local area network (LAN), wide area network (WAN), virtual private network (VPN), and wireless environments. Configures routing, switching, and firewall technologies to enable system connectivity, performance, and availability. Monitors traffic, resolves connectivity issues, and applies network security practices. Supports documentation of configurations, diagrams, and procedures to ensure consistent operations and rapid incident response.</p>	
<b>Additional Functional Responsibility/Skills:</b>	
<p><b>Network Engineer I</b></p>	<p>Supports network configuration and connectivity troubleshooting under supervision. Assists with cabling, device setup, access provisioning, and basic routing updates. Documents changes and supports resolution of help desk tickets related to network access.</p>
<p><b>Network Engineer II</b></p>	<p>Performs installation, configuration, and maintenance of network hardware and software. Diagnoses and resolves connectivity and performance issues. Implements routing, switching, and virtual local area network (VLAN) segmentation. Collaborates with security teams to enforce access policies and assists with documentation of changes and procedures.</p>
<p><b>Network Engineer III</b></p>	<p>Leads network design and engineering efforts across enterprise environments. Configures advanced routing protocols, VPNs, and traffic optimization strategies. Oversees troubleshooting of latency, bandwidth, and reliability issues. Maintains network architecture diagrams, plans for redundancy, and supports change control processes. Provides guidance on equipment selection and technology</p>

	upgrades. Mentors junior network engineers and leads network engineering tasks across concurrent initiatives.
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## NETWORK SPECIALIST SERIES

Series Functional Responsibility	
Provides operational and engineering support for network systems across enterprise environments. Monitors, analyzes, and maintains performance and availability of network infrastructure including local area network (LAN), wide area network (WAN), and telecommunications systems. Installs, configures, and upgrades network hardware and software. Troubleshoots connectivity issues, performs network diagnostics, and maintains documentation of network assets and topologies. Collaborates with cross-functional teams to ensure secure, reliable, and scalable communications infrastructure.	
Additional Functional Responsibility/Skills:	
<b>Network Specialist I</b>	Performs basic monitoring, documentation, and troubleshooting of network systems under supervision. Assists in the installation of network equipment, cable management, and user connectivity tasks. Uses standard diagnostic tools to identify common network issues and logs support activity.
<b>Network Specialist II</b>	Installs and maintains routers, switches, and related devices. Monitors network performance and usage trends, applies basic configuration changes, and participates in response to network outages. Coordinates with vendors and internal teams to support network service availability.
<b>Network Specialist III</b>	Leads troubleshooting and performance tuning activities. Configures advanced networking protocols, security appliances, and routing solutions. Documents and maintains logical and physical network diagrams. Coordinates upgrades and plans for scalability in multi-location environments. Mentors junior network personnel.
<b>Network Specialist IV</b>	Directs enterprise network operations including capacity planning, architecture design, and fault tolerance. Defines standards for equipment, protocols, and security postures. Oversees system integration with cloud services and advanced telecom infrastructures. Advises leadership on network modernization, automation, and resilience strategies. Manages network operations teams and cross-site coordination efforts.

## PROGRAM MANAGER SERIES

Series Functional Responsibility	
Oversees the planning, coordination, and execution of IT programs involving multiple workstreams and stakeholders. Manages technical, contractual, financial, and operational aspects of program delivery. Interfaces with customers to define objectives, monitor progress, and align execution with mission goals. Leads risk management, change control, staffing, and	

performance reporting. Ensures program deliverables meet quality standards, timelines, and budgetary constraints.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Program Manager I</b>	Manages defined program activities, prepares implementation plans, and monitors task completion. Coordinates with technical teams and stakeholders to ensure alignment with milestones. Tracks budgets, submits status reports, and supports quality control measures across workstreams.
<b>Program Manager II</b>	Supports small-scale program operations including schedule tracking, deliverable documentation, and team coordination. Assists with status reporting and stakeholder communications. Prepares updates for senior staff and supports onboarding of project personnel. Mentors program and project personnel and leads tasks across concurrent initiatives.
<b>Program Manager IV</b>	Leads multi-project programs across technical domains. Defines governance, resource plans, and performance metrics. Oversees teams distributed across multiple locations and interfaces directly with senior clients. Drives delivery against contract requirements, mitigates risks, and ensures stakeholder satisfaction. Supports executive decision-making with cost, schedule, and scope analysis. Guides multidisciplinary teams and advises senior leadership on solution direction.

## PROJECT MANAGER SERIES

<b>Series Functional Responsibility</b>	
Manages planning, execution, and delivery of IT-focused projects, ensuring alignment with scope, schedule, and performance objectives. Coordinates resources, monitors progress, and facilitates communication between technical teams, stakeholders, and leadership. Oversees risk management, issue resolution, and change control throughout the project lifecycle. Supports documentation, quality assurance, and stakeholder engagement to meet contract requirements and mission goals. Interfaces with clients and stakeholders to ensure requirements are accurately implemented and expectations are consistently met.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Project Manager I</b>	Supports project planning and coordination tasks for low to moderate complexity efforts. Tracks milestones, updates schedules, and prepares basic reports or meeting summaries. May supervise project or contract personnel to ensure task execution and timely status reporting. Interfaces with technical team members and contributes to documentation of deliverables and action items. Follows established project procedures and may escalate issues to senior managers for resolution.
<b>Project Manager II</b>	Manages day-to-day operations of moderately complex projects. Coordinates technical activities, develops implementation plans, and monitors deliverable timelines. Supports cost tracking, risk

	management, and client reporting. Applies standard project management methodologies and ensures compliance with defined objectives. Coordinates with stakeholders to ensure technical and contractual requirements are addressed. May supervise and assign work to project or contract personnel and provide oversight of performance reporting, issue tracking, and quality assurance documentation.
<b>Project Manager III</b>	Leads complex projects involving cross-functional teams and system implementations. Oversees scope, resource planning, budget tracking, and performance metrics. Facilitates integrated master scheduling, stakeholder briefings, and project reviews. Advises clients on delivery strategies and resolves high-priority risks. May supervise and assign work to project or contract personnel and provide oversight of performance reporting, issue tracking, and quality assurance documentation. Manages subordinate project managers or coordinators and supports program-level governance and reporting.

### QUALITY ASSURANCE SPECIALIST SERIES

<b>Series Functional Responsibility</b>	
Develops and implements quality assurance (QA) plans, procedures, and standards to ensure the accuracy, completeness, and compliance of software and system development processes. Conducts audits, reviews, and test activities to validate technical performance against project specifications and contract requirements. Coordinates with project managers, engineers, and compliance staff to resolve quality issues, assess risks, and maintain documentation. Supports lifecycle QA processes including test planning, execution, defect tracking, and release validation for enterprise systems and applications.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Quality Assurance Specialist I</b>	Supports QA documentation and test execution under supervision. Prepares and reviews checklists, test logs, and basic quality records. Tracks testing results and assists in reporting variances. Follows prescribed QA procedures and contributes to test team activities in a learning capacity.
<b>Quality Assurance Specialist II</b>	Performs structured testing, reviews technical documents, and ensures processes adhere to QA standards. Documents and tracks software defects, evaluates system functionality, and contributes to QA reporting. Participates in audit preparation, supports root cause analysis, and assists with continuous process improvement initiatives.
<b>Quality Assurance Specialist III</b>	Leads QA efforts across technical projects. Defines test strategies, coordinates testing schedules, and validates deliverables against acceptance criteria. Reviews functional and technical specifications to ensure traceability and coverage. Mentors junior QA staff and oversees test results analysis, reporting, and corrective actions.

<b>Quality Assurance Specialist IV</b>	Directs enterprise QA programs and defines governance frameworks for system testing and compliance validation. Leads audits, develops enterprise QA metrics, and advises on process maturity and tool selection. Provides strategic input on risk mitigation and quality planning across programs. Oversees QA staff and ensures delivery quality aligns with organizational and contractual objectives.
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**RESEARCH ANALYST SERIES**

<b>Series Functional Responsibility</b>	
Plans, organizes, and conducts qualitative and quantitative research in support of IT-related initiatives, programs, and business strategies. Gathers data from diverse sources including databases, literature reviews, statistical reports, and stakeholder interviews. Analyzes datasets, prepares findings, and develops documentation to inform system design, policy decisions, or performance assessments. Collaborates with multidisciplinary teams to identify trends, interpret results, and support actionable recommendations. Ensures integrity of analysis through adherence to data validation and methodological standards.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Research Analyst IV</b>	Develops data-driven research reports, synthesizes insights from technical and operational domains, and contributes to stakeholder presentations. Leads studies involving comparative analysis, benchmarking, or forecasting. Coordinates cross-functional input into analytical models and provides recommendations that support organizational planning and IT investment decisions. Guides multidisciplinary teams and advises senior leadership on solution direction.

**SOFTWARE ENGINEER SERIES**

<b>Series Functional Responsibility</b>	
Designs, develops, and maintains software applications, tools, and integrations supporting enterprise operations and mission systems. Develops new functionality or custom enhancements to address business requirements. Analyzes user needs, writes specifications, and translates requirements into code using standard programming languages and frameworks. Conducts testing, debugs issues, and documents processes to ensure maintainability, scalability, and usability. Coordinates with analysts, testers, and project managers throughout the software development lifecycle.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Software Engineer I</b>	Supports entry-level software engineering tasks including requirements interpretation, basic programming, and system configuration. Assists with testing and bug fixes, and follows established design and coding standards. Works under supervision to develop and maintain software modules for routine use cases.
<b>Software Engineer II</b>	Develops moderately complex software features, interfaces, and utilities to meet project goals. Participates in design sessions and

	applies structured testing practices. Works independently on assignments and collaborates with analysts and developers to refine functionality and ensure performance.
<b>Software Engineer III</b>	Leads development tasks involving full-stack components, APIs, and system integrations. Analyzes requirements, proposes technical solutions, and ensures compliance with coding and documentation standards. Reviews the work of junior engineers and contributes to architecture discussions and delivery timelines.

**STRATEGIC/CAPITAL PLANNER SERIES**

<b>Series Functional Responsibility</b>	
Provides strategic planning and investment analysis expertise to support IT modernization and portfolio management. Assists clients in defining vision, goals, and priorities related to capital planning, enterprise architecture, and technology governance. Prepares strategic documents, performance measures, and investment justifications. Coordinates efforts across stakeholder groups to align planning efforts with federal policies and organizational objectives. Supports development of planning artifacts such as OMB business cases, lifecycle cost estimates, and IT strategic roadmaps.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Strategic/ Capital Planner V</b>	Leads strategic planning for large-scale IT initiatives. Guides mission alignment, prioritization, and resource allocation decisions. Develops investment strategies, consolidates capital plans, and prepares documentation for external reporting. Coordinates across business and technology leaders to ensure continuity between strategic goals and operational implementation. Guides multidisciplinary teams and advises senior leadership on solution direction.

**SUBJECT MATTER EXPERT (SME) SERIES**

<b>Series Functional Responsibility</b>	
Provides expert-level knowledge in a specialized technical, scientific, or business domain. Advises teams on strategies, designs, or implementations that require deep subject matter insight. Supports decision-making by offering analysis, recommendations, and best practices tailored to project or mission objectives. Engages with cross-functional teams to evaluate complex challenges and identify innovative or compliant solutions.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>SME I</b>	Provides domain-specific insight under supervision. Participates in project discussions and supports research activities. Applies technical background to assess straightforward issues and contributes to requirement validation and solution documentation. Serves as an entry-level resource for functional guidance in support of project tasks.

<b>SME II</b>	Advises on domain-specific topics and assists with analysis of system needs, compliance implications, and design tradeoffs. Participates in technical, design, and implementation discussions and contributes to stakeholder briefings. Coordinates with technical staff to ensure that proposed solutions reflect accurate and current knowledge of specialized areas.
<b>SME III</b>	Advises on domain-specific topics and assists with analysis of system needs, compliance implications, and design tradeoffs. Participates in technical, design, and implementation discussions and contributes to stakeholder briefings. Coordinates with technical staff to ensure that proposed solutions reflect accurate and current knowledge of specialized areas.

**Systems Administrator SERIES**

<b>Series Functional Responsibility</b>	
Installs, configures, and maintains operating systems, software, and system infrastructure to support enterprise and mission-critical operations. Monitors system performance, applies patches and updates, and ensures backup and recovery readiness. Assists with user access management, system troubleshooting, and the documentation of configurations. Coordinates with helpdesk, cybersecurity, and network teams to ensure operational stability and compliance with technical standards.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Systems Administrator I</b>	Performs routine system installation and configuration tasks under supervision. Supports user account setup, operating system patching, and system monitoring. Assists with backup procedures and incident response processes. Follows change control guidelines and maintains basic system documentation.
<b>Systems Administrator II</b>	Performs intermediate-level system administration including patch management, access provisioning, and server monitoring. Troubleshoots hardware and software issues and coordinates with vendors or technical teams for resolution. Supports change implementation and maintains system compliance with operational procedures.
<b>Systems Administrator III</b>	Leads administration of multi-platform systems and manages lifecycle support for infrastructure environments. Conducts root cause analysis, performance tuning, and automation of routine tasks. Oversees system backups, implements hardening procedures, and ensures alignment with organizational policies. Mentors junior administrators and supports enterprise documentation and recovery planning.

**SYSTEMS ENGINEER SERIES**

<b>Series Functional Responsibility</b>	
<p>Designs, configures, and maintains complex systems and environments that integrate hardware, software, networks, and data. Develops requirements, supports test planning and execution, and ensures the successful integration of system components. Evaluates system architecture for performance, reliability, and security. Coordinates with technical and business teams to support lifecycle activities and align system implementations with mission objectives.</p>	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Systems Engineer I</b>	<p>Assists in documenting system requirements, configurations, and test cases. Supports system installations and performs entry-level troubleshooting. Follows engineering guidelines and contributes to integration efforts under close supervision.</p>
<b>Systems Engineer II</b>	<p>Performs system configuration, test support, and integration of software and hardware components. Develops baseline documentation and assists in analyzing performance constraints. Works independently on assigned engineering tasks and collaborates with teams on system validation.</p>
<b>Systems Engineer III</b>	<p>Leads system design efforts and evaluates architectural decisions for large-scale implementations. Analyzes system behavior and recommends improvements to enhance reliability and scalability. Supports integration testing and system acceptance. Mentors junior engineers and ensures design alignment with enterprise standards.</p>
<b>Systems Engineer IV</b>	<p>Provides strategic engineering oversight across enterprise programs. Defines system specifications, supports trade-off analyses, and ensures alignment with business and operational needs. Leads system evaluations, risk mitigation planning, and full lifecycle implementation support. Advises senior leadership on system optimization and integration strategies across domains. Guides multidisciplinary teams and advises senior leadership on solution direction.</p>

**TECHNICAL EDITOR SERIES**

<b>Series Functional Responsibility</b>
<p>Edits and formats a wide range of technical documents including plans, reports, manuals, specifications, and presentations to ensure clarity, grammar, style, and consistency. Applies knowledge of editing standards and publication requirements to align outputs with client or contract specifications. Coordinates with authors, subject matter experts, and technical staff to clarify complex content, standardize terminology, and ensure accuracy. Manages document versioning, formatting, and graphic integration while ensuring compliance with style guides and accessibility requirements. Supports document readiness for executive review and formal submission. Leads editorial reviews, mentors junior editors, and maintains quality across multi-author deliverables.</p>

<b>Additional Functional Responsibility/Skills:</b>	
<b>Technical Editor IV</b>	Oversees editorial quality control for technical deliverables. Edits complex documentation for clarity and technical accuracy, incorporating input from multidisciplinary teams. Develops templates, reviews compliance with editorial standards, and ensures consistency in format, tone, and structure across programs and reporting packages. Guides multidisciplinary teams and advises senior leadership on solution direction.

### **TECHNICAL WRITER III SERIES**

<b>Series Functional Responsibility</b>	
<p>Researches, writes, and edits technical content for documentation including user manuals, system guides, process descriptions, and compliance submissions. Collaborates with engineers, analysts, and project staff to convert complex technical concepts into concise, clear, and usable documentation. Organizes material logically and adheres to formatting and language standards appropriate to the intended audience. Supports document version control, peer reviews, and ensures alignment with contract requirements or internal quality guidelines. Prepares deliverables in print-ready and digital formats and integrates visuals to enhance understanding.</p>	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Technical Writer III</b>	Develops technical documentation in support of enterprise systems and services. Translates technical specifications into user-facing content, facilitates document reviews, and maintains consistency across product or program deliverables. Ensures alignment with communication objectives and maintains version-controlled documentation libraries. Mentors junior writers and leads tasks across concurrent initiatives.

### **TECHNICIAN SERIES**

<b>Series Functional Responsibility</b>	
<p>Performs installation, setup, maintenance, and technical support for IT systems, components, and infrastructure. Conducts system evaluations, site preparations, hardware inspections, and basic troubleshooting tasks. Assists in the relocation or de-installation of IT equipment and ensures environmental readiness and equipment functionality. Supports technical staff in executing testing procedures, cabling configurations, and quality assurance of installed systems. Follows detailed instructions and organizational standards to complete operational and logistical tasks supporting the IT lifecycle.</p>	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Technician I</b>	Assists with installation, testing, and removal of IT hardware and associated components. Supports inspections and prepares workspaces for device installation. Follows checklists and standard procedures under direct supervision.
<b>Technician II</b>	Executes configuration, site prep, and hardware integration with limited oversight. Performs more complex testing and ensures

	installation quality and adherence to specifications. Coordinates logistics for asset relocation and supports documentation of activities.
<b>Technician III</b>	Leads equipment installation efforts and ensures system readiness for operational deployment. Conducts detailed site inspections and resolves compatibility issues across equipment types. Oversees junior personnel during setup and testing and ensures completion of all technical validation checklists.

**TECHNOLOGY ENGINEER SERIES**

<b>Series Functional Responsibility</b>	
<p>Designs, develops, implements, and supports technology solutions including software systems, platforms, and engineering-based processes. Participates in the full lifecycle of IT systems including requirements analysis to design, development, testing, and deployment. Applies engineering methods to solve computational and process-based problems and enhance operational workflows. Supports documentation, process automation, and technical validation.</p>	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Technology Engineer I</b>	Assists with engineering design tasks and documentation. Supports development and testing of software applications. Applies foundational engineering practices under supervision to address simple systems issues or requirements.
<b>Technology Engineer II</b>	Performs system analysis and supports implementation of engineering solutions across platforms. Leads specific development or testing activities and coordinates with other engineers to ensure quality and consistency. Applies industry practices and organizational standards to project tasks.
<b>Technology Engineer III</b>	Leads design and implementation of technical solutions across complex environments. Coordinates engineering activities and drives technical decision-making across system development or modernization efforts. Mentors junior engineers and ensures alignment with technical requirements and user expectations.

**TEST ENGINEER SERIES**

<b>Series Functional Responsibility</b>	
<p>Designs, develops, and executes test plans, procedures, and scripts to validate systems, software, and hardware against performance requirements. Coordinates with developers, analysts, and project staff to understand technical specifications and business functionality. Identifies, documents, and tracks defects, supporting issue resolution and regression testing. Utilizes manual and automated testing methods and tools to verify system performance, reliability, and usability. Contributes to test environment setup, validation planning, and continuous improvement of quality assurance practices.</p>	

<b>Additional Functional Responsibility/Skills:</b>	
<b>Test Engineer I</b>	Supports test planning, execution, and documentation under supervision. Assists in writing basic test cases, capturing results, and reporting discrepancies. Follows defined procedures and applies standard tools for functional and integration testing.
<b>Test Engineer II</b>	Conducts manual and automated testing activities across software modules. Develops test cases based on requirements, logs defects, and coordinates retesting. Assists with maintaining test environments and contributes to quality assurance reporting. Works independently on routine testing tasks.
<b>Test Engineer III</b>	Leads testing strategy for system and software deployments. Designs comprehensive test plans, evaluates coverage, and oversees execution of unit, integration, regression, and performance testing. Reviews testing artifacts for completeness and accuracy. Provides mentorship to junior testers and supports defect triage, root cause analysis, and release readiness assessments.

**TRAINING SPECIALIST SERIES**

<b>Series Functional Responsibility</b>	
Develops, delivers, and evaluates training programs to support IT system adoption, process transformation, and workforce enablement. Designs instructional materials including manuals, eLearning content, presentations, and job aids. Conducts training sessions in person or virtually, facilitates workshops, and evaluates learning effectiveness. Collaborates with technical teams and stakeholders to align training content with system functionality and business processes. Supports training scheduling, logistics, and documentation.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Training Specialist I</b>	Supports training coordination, prepares handouts, and assists instructors during sessions. Performs setup of training environments, tracks attendance, and gathers learner feedback. Follows instructional materials and applies basic facilitation techniques under supervision.
<b>Training Specialist II</b>	Delivers instructor-led and virtual training sessions using pre-developed content. Supports content revisions based on feedback and system updates. Coordinates training logistics and assists in updating learning assessments and evaluations. Engages with learners to support knowledge transfer.
<b>Training Specialist III</b>	Delivers instructor-led and virtual training sessions using pre-developed content. Supports content revisions based on feedback and system updates. Coordinates training logistics and assists in updating learning assessments and evaluations. Engages with learners to support knowledge transfer.

**VOICE/DATA COMMUNICATIONS ENGINEER SERIES**

<b>Series Functional Responsibility</b>	
<p>Designs, configures, maintains, and evaluates enterprise communication systems including voice, data, video, and integrated technologies. Implements protocols and infrastructure to ensure quality transmission across local area network (LAN), wide area network (WAN), voice over IP (VoIP), and wireless networks. Assesses and documents system capacity, reliability, and performance metrics. Collaborates with infrastructure teams to ensure connectivity, scalability, and interoperability of communication systems across platforms.</p>	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Voice/Data Communications Engineer I</b>	Assists in installation and maintenance of basic voice and data systems. Performs initial configurations and conducts routine troubleshooting under supervision. Documents configurations and supports user connectivity requests.
<b>Voice/Data Communications Engineer II</b>	Performs system configuration, capacity monitoring, and maintenance of VoIP and network communication devices. Supports site installations, upgrades, and incident resolution. Evaluates network logs and provides input for system tuning.
<b>Voice/Data Communications Engineer III</b>	Leads planning and implementation of enterprise communication infrastructure. Conducts performance evaluations, system upgrades, and network diagnostics. Collaborates on system design, disaster recovery, and security integration. Mentors junior engineers and ensures standardization across locations.
<b>Voice/Data Communications Engineer IV</b>	Provides senior-level engineering leadership for enterprise communications solutions. Oversees configuration, monitoring, and troubleshooting of complex routing, switching, and voice infrastructure. Defines standards for quality of service, redundancy, and secure communication. Leads modernization initiatives and provides technical input into vendor selection, architecture design, and disaster recovery planning. Manages implementation teams and aligns communication infrastructure with organizational strategy and future-state architecture. Guides multidisciplinary teams and advises senior leadership on solution direction.

**WEB CONTENT ANALYST SERIES**

<b>Series Functional Responsibility</b>	
<p>Manages, curates, and maintains the Content Management System (CMS) for websites and digital platforms. Ensures alignment with style guidelines, accessibility standards, and organizational messaging. Collaborates with technical teams and content owners to structure, update, and publish accurate and engaging information. Monitors site usage metrics and provides recommendations for content optimization.</p>	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Web Content Analyst IV</b>	Leads content strategy for web platforms, manages content workflows, and ensures alignment with organizational objectives.

	<p>Defines taxonomy, search optimization practices, and accessibility compliance. Provides editorial guidance and collaborates with developers on CMS configurations. Creates and maintains structured digital content. Coordinates with stakeholders to ensure timely updates and content relevance. Conducts quality assurance on web assets and gathers usage analytics for reporting. Guides multidisciplinary teams and advises senior leadership on solution direction.</p>
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**WEB DESIGNER SERIES**

Series Functional Responsibility	
<p>Designs, builds, and maintains the visual layout and user interface of websites and web applications. Creates responsive designs that ensure usability, accessibility, and performance across devices and platforms. Applies knowledge of UX/UI principles, branding guidelines, and web standards to enhance user experience. Collaborates with stakeholders and developers to align visual designs with technical requirements.</p>	
Additional Functional Responsibility/Skills:	
<p><b>Web Designer III</b></p>	<p>Leads UI/UX design for enterprise web environments. Develops wireframes, prototypes, and design systems. Oversees implementation of modern front-end frameworks and ensures visual consistency across products. Provides mentorship to junior designers and interfaces with technical teams during development.</p>

**3. SIN 54151HEAL (HEALTH IT SERVICES)**

<b>ID#</b>	<b>LCAT Description</b>	<b>YR 11</b>	<b>YR 12</b>	<b>YR 13</b>	<b>YR 14</b>	<b>YR 15</b>
01011113	Health IT Analyst I	\$96.82	\$100.30	\$103.91	\$107.65	\$111.53
01011114	Health IT Analyst II	\$104.97	\$108.75	\$112.66	\$116.73	\$120.93
01011115	Health IT Analyst III	\$125.35	\$129.86	\$134.54	\$139.39	\$144.40
01011116	Health IT Consultant I	\$117.20	\$121.42	\$125.79	\$130.32	\$135.01
01011117	Health IT Consultant II	\$137.57	\$142.53	\$147.66	\$152.98	\$158.49
01011118	Health IT Consultant III	\$157.96	\$163.65	\$169.54	\$175.65	\$181.97
01011119	Health IT Enterprise Architect IV	\$178.35	\$184.77	\$191.42	\$198.31	\$205.45
01011120	Health IT Network Engineer I	\$107.00	\$110.85	\$114.84	\$118.97	\$123.25
01011121	Health IT Network Engineer II	\$120.26	\$124.59	\$129.08	\$133.72	\$138.54
01011122	Health IT Network Engineer III	\$157.96	\$163.65	\$169.54	\$175.65	\$181.97
01011123	Health IT Program Manager I	\$112.10	\$116.14	\$120.32	\$124.65	\$129.14
01011124	Health IT Program Manager II	\$133.50	\$138.31	\$143.28	\$148.44	\$153.78
01011125	Health IT Project Manager I	\$99.87	\$103.47	\$107.19	\$111.05	\$115.05
01011126	Health IT Project Manager II	\$127.38	\$131.96	\$136.71	\$141.62	\$146.72
01011127	Health IT Software Engineer I	\$91.71	\$95.01	\$98.43	\$101.97	\$105.64
01011128	Health IT Software Engineer II	\$109.05	\$112.98	\$117.05	\$121.26	\$125.62
01011129	Health IT Software Engineer III	\$132.49	\$137.26	\$142.20	\$147.31	\$152.61
01011130	Health IT Subject Matter Expert I	\$137.57	\$142.53	\$147.66	\$152.98	\$158.49
01011131	Health IT Subject Matter Expert II	\$168.16	\$174.22	\$180.48	\$186.98	\$193.71
01011132	Health IT Subject Matter Expert III	\$198.72	\$205.87	\$213.29	\$220.97	\$228.93
01011133	Health IT Systems Administrator I	\$76.43	\$79.18	\$82.04	\$84.99	\$88.05
01011134	Health IT Systems Administrator II	\$86.64	\$89.76	\$93.00	\$96.34	\$99.81
01011135	Health IT Systems Administrator III	\$96.82	\$100.30	\$103.91	\$107.65	\$111.53
01011136	Health IT Systems Engineer I	\$107.00	\$110.85	\$114.84	\$118.97	\$123.25
01011137	Health IT Systems Engineer II	\$120.26	\$124.59	\$129.08	\$133.72	\$138.54
01011138	Health IT Systems Engineer III	\$157.96	\$163.65	\$169.54	\$175.65	\$181.97

<b>ID#</b>	<b>LCAT Description</b>	<b>YR 11</b>	<b>YR 12</b>	<b>YR 13</b>	<b>YR 14</b>	<b>YR 15</b>
01011139	Health IT Technician I	\$56.05	\$58.07	\$60.15	\$62.32	\$64.56
01011140	Health IT Technician II	\$66.23	\$68.61	\$71.08	\$73.64	\$76.29
01011141	Health IT Technician III	\$76.43	\$79.18	\$82.04	\$84.99	\$88.05
01011142	Health IT Technology Engineer I	\$117.20	\$121.42	\$125.79	\$130.32	\$135.01
01011143	Health IT Technology Engineer II	\$137.57	\$142.53	\$147.66	\$152.98	\$158.49
01011144	Health IT Technology Engineer III	\$173.24	\$179.48	\$185.93	\$192.62	\$199.56
01011113	Health IT Analyst I	\$96.82	\$100.30	\$103.91	\$107.65	\$111.53
01011114	Health IT Analyst II	\$104.97	\$108.75	\$112.66	\$116.73	\$120.93
01011115	Health IT Analyst III	\$125.35	\$129.86	\$134.54	\$139.39	\$144.40
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01011144	Health IT Technology Engineer III	\$173.24	\$179.48	\$185.93	\$192.62	\$199.56

**Experience & Degree Substitution Equivalencies**

\*Experience exceeding the minimum shown may be substituted for education. Likewise, education exceeding the minimum shown may be substituted for experience.

LABOR CATEGORY	STANDARD QUALS		SUBSTITUTIONS				
	Min Education	Min Exp	PhD	Masters	Bachelors	Associates	High School
Health IT Analyst I	Bachelors	0	0	0	0	2	4
Health IT Analyst II	Bachelors	1	0	0	1	3	6
Health IT Analyst III	Bachelors	3	0	1	3	5	7
Health IT Consultant I	Bachelors	0	0	0	0	2	4
Health IT Consultant II	Bachelors	1	0	0	1	3	6
Health IT Consultant III	Bachelors	3	0	1	3	5	7
Health IT Enterprise Architect IV	Masters	5	3	5	7	9	11
Health IT Network Engineer I	Bachelors	0	0	0	0	2	4
Health IT Network Engineer II	Bachelors	1	0	0	1	3	6
Health IT Network Engineer III	Bachelors	3	0	1	3	5	7
Health IT Program Manager I	Bachelors	2	0	0	2	5	7
Health IT Program Manager II	Bachelors	3	0	0	3	7	9
Health IT Project Manager I	Bachelors	0	0	0	0	2	4
Health IT Project Manager II	Bachelors	1	0	0	1	3	6
Health IT Software Engineer I	Bachelors	0	0	0	0	2	4
Health IT Software Engineer II	Bachelors	1	0	0	1	3	6
Health IT Software Engineer III	Bachelors	3	0	1	3	5	7
Health IT SME I	Bachelors	0	0	0	0	2	4
Health IT SME II	Bachelors	1	0	0	1	3	6
Health IT SME III	Bachelors	3	0	1	3	5	7
Health IT Systems Administrator I	Bachelors	0	0	0	0	2	4
Health IT Systems Administrator II	Bachelors	1	0	0	1	3	6
Health IT Systems Administrator III	Bachelors	3	0	1	3	5	7
Health IT Systems Engineer I	Bachelors	0	0	0	0	2	4
Health IT Systems Engineer II	Bachelors	1	0	0	1	3	6
Health IT Systems Engineer III	Bachelors	3	0	1	3	5	7
Health IT Technician I	Bachelors	0	0	0	0	2	4
Health IT Technician II	Bachelors	1	0	0	1	3	6
Health IT Technician III	Bachelors	3	0	1	3	5	7
Health IT Technology Engineer I	Bachelors	0	0	0	0	2	4

LABOR CATEGORY	STANDARD QUALS		SUBSTITUTIONS				
	Min Education	Min Exp	PhD	Masters	Bachelors	Associates	High School
Health IT Technology Engineer II	Bachelors	1	0	0	1	3	6
Health IT Technology Engineer III	Bachelors	3	0	1	3	5	7

**LABOR CATEGORY DESCRIPTIONS**

**HEALTH IT ANALYST SERIES**

<b>Series Functional Responsibility</b>	
<p>Performs research, analysis, and documentation of clinical, operational, or public health information systems. Supports the development and optimization of electronic health records (EHR), health information exchanges (HIE), and telehealth solutions. Collaborates with healthcare stakeholders to capture and interpret data flows, regulatory requirements, and patient safety priorities. Applies health informatics standards and data normalization practices to ensure accurate and interoperable solutions. Contributes to the development of system specifications, workflow models, and health IT strategy recommendations. Supports the evaluation of healthcare applications, interoperability challenges, and system integration efforts.</p>	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Health IT Analyst I</b>	<p>Assists in gathering healthcare system requirements through stakeholder engagement, document reviews, and workflow analysis. Supports research and mapping of clinical processes, terminology standards, and reporting requirements. Prepares meeting summaries and contributes to documentation of findings under supervision.</p>
<b>Health IT Analyst II</b>	<p>Conducts functional analysis of health IT systems to identify gaps, integration needs, and compliance considerations. Collaborates with developers and clinicians to translate operational needs into structured system requirements. Assists in validating health data mappings and supports project tracking and documentation.</p>
<b>Health IT Analyst III</b>	<p>Leads health IT requirements analysis across clinical, financial, and population health systems. Facilitates workshops to document stakeholder needs and translates inputs into structured, testable requirements. Performs gap analysis and evaluates transactions and interoperability workflows. Supports the validation of clinical data mappings and the development of system specifications aligned with health IT policy objectives. Mentors junior labor category staff and leads analysis tasks across concurrent initiatives. Contributes to strategic discussions on data governance, integration planning, and clinical quality improvement measures.</p>

**HEALTH IT CONSULTANT SERIES**

<b>Series Functional Responsibility</b>
<p>Advises stakeholders on the implementation, integration, and optimization of health IT solutions across clinical, administrative, and public health domains. Works with technical and non-technical stakeholders to assess system needs, identify compliance and interoperability gaps, and support digital transformation strategies. Supports alignment with federal mandates (e.g., 21st Century Cures Act, HIPAA), evaluates readiness for Health IT modernization, and assists in planning for EHR (Electronic Health Records), HIE (Health Information Exchange), telehealth, and patient engagement platforms. Coordinates across functional teams to ensure</p>

health IT projects address workflow efficiency, data governance, and clinical decision support needs.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Health IT Consultant I</b>	Provides support to health IT initiatives by documenting stakeholder needs, assisting with system usage tracking, and preparing user-facing guidance. Participates in system demonstrations, training efforts, and basic workflow evaluations. Contributes to knowledge capture efforts in support of clinical and technical project teams.
<b>Health IT Consultant II</b>	Analyzes clinical and operational workflows to support requirements documentation and system usability improvements. Advises teams on policy-to-technology alignment and supports integration readiness for systems involving EHR, patient portals and secure messaging. Facilitates workshops with users and implementation teams to support knowledge transfer and solution alignment. Tracks regulatory changes and prepares updates for use by project teams
<b>Health IT Consultant III</b>	Leads client engagements focused on health IT strategy, system implementation, and quality improvement initiatives. Coordinates across business, clinical, and IT teams to identify digital modernization opportunities and mitigate implementation risks. Provides insight into data standardization and process efficiency. Mentors junior consultants, reviews deliverables for completeness and relevance, and supports long-term solution adoption planning.

**HEALTH IT ENTERPRISE ARCHITECT SERIES**

<b>Series Functional Responsibility</b>	
Defines enterprise-wide architecture strategies for healthcare technology systems to support interoperability, scalability, and regulatory compliance. Develops architecture artifacts such as enterprise capability models, system interface designs, and data exchange frameworks. Aligns architecture roadmaps with industry standards such as HL7 (Health Level Seven), FHIR (Fast Healthcare Interoperability Resources), and SNOMED CT (Systematized Nomenclature of Medicine – Clinical Terms). Supports the integration of EHRs, public health reporting systems, patient engagement tools, and telehealth platforms across diverse environments. Advises on security considerations governed by HIPAA, information blocking regulations, and 21st Century Cures Act requirements.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Health IT Enterprise Architect IV</b>	Leads architecture efforts for large-scale health IT implementations, guiding system design, integration strategy, and data modeling practices. Advises technical and executive leadership on modernization initiatives, aligning health IT solutions with clinical and regulatory goals. Defines architecture patterns for cross-system data exchange, continuity of care, and longitudinal patient record management. Guides multidisciplinary teams and advises senior leadership on solution direction. Mentors engineering teams, ensures

	architectural governance, and supports development of health IT blueprints.
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**HEALTH IT NETWORK ENGINEER SERIES**

Series Functional Responsibility	
<p>Designs, configures, and supports secure network infrastructures that enable interoperability across health information systems, electronic health records (EHRs), and clinical data repositories. Ensures reliable connectivity for telehealth platforms, secure health information exchange (HIE), and cloud-hosted services in compliance with applicable healthcare privacy and data protection standards. Coordinates with system administrators, cybersecurity personnel, and clinical IT teams to support real-time data transmission, medical device networking, and secure communications. Applies network engineering principles to optimize uptime, bandwidth, and endpoint connectivity across hospital, clinical, and payer environments.</p>	
Additional Functional Responsibility/Skills:	
<b>Health IT Network Engineer I</b>	<p>Supports basic network setup and maintenance in healthcare IT environments under supervision. Assists with installation of routers, switches, and wireless access points in clinical facilities. Supports connectivity of clinical workstations, imaging systems, and telehealth platforms. Monitors performance and documents configurations related to secure health data flow.</p>
<b>Health IT Network Engineer II</b>	<p>Performs installation and configuration of health IT network components including virtual local area networks (VLANs), firewalls, virtual private networks (VPNs), and load balancers to support compliance with healthcare security requirements. Troubleshoots network performance issues impacting EHR systems, HIE traffic, or connected diagnostic devices. Coordinates with clinical operations to ensure minimal disruption during maintenance windows and upgrades.</p>
<b>Health IT Network Engineer III</b>	<p>Leads network engineering tasks for healthcare facilities and data centers supporting mission-critical health IT systems. Configures advanced routing protocols, implements redundancy strategies, and oversees secure remote access for care coordination teams. Collaborates with cybersecurity staff to enforce HIPAA-compliant safeguards and audit logging across the network. Mentors junior engineers and ensures consistency across concurrent health IT implementations.</p>

**HEALTH IT PROGRAM MANAGER SERIES**

Series Functional Responsibility	
<p>Oversees enterprise-scale health IT programs involving modernization of clinical systems, implementation of health information exchanges, deployment of patient engagement tools, and digital transformation across healthcare environments. Coordinates multidisciplinary teams to manage scope, budget, and schedule while ensuring alignment with federal mandates. Interfaces with health system executives, technical leads, and operational stakeholders to guide successful</p>	

<p>execution. Facilitates risk mitigation, change control, stakeholder engagement, and performance reporting to support delivery of integrated, standards-based, and patient-centric IT solutions.</p>	
<p><b>Additional Functional Responsibility/Skills:</b></p>	
<p><b>Health IT Program Manager I</b></p>	<p>Supports operational and administrative activities for Health IT programs. Tracks milestone completion, documents program status, and assists in coordinating interdependent project schedules. Communicates with project managers and technical staff to ensure progress reporting and risk tracking remain aligned with healthcare delivery priorities. May supervise project/contract personnel and prepare routine reports for internal and external stakeholders.</p>
<p><b>Health IT Program Manager II</b></p>	<p>Manages health IT programs involving clinical IT infrastructure, compliance with healthcare interoperability mandates, or deployment of public health systems. Coordinates across multiple projects and stakeholders to align budget, resource plans, and implementation schedules. Oversees the development of project documentation, ensures progress toward regulatory benchmarks, and reports status to senior stakeholders. Supports integration planning for EHR systems, data exchange interfaces, and HIPAA-compliant IT architectures.</p>

**HEALTH IT PROJECT MANAGER SERIES**

<p><b>Series Functional Responsibility</b></p>	
<p>Manages the planning, execution, and delivery of healthcare-focused IT projects, including electronic health records (EHR) modernization, data exchange platform integration, and clinical application deployment. Coordinates project teams, tracks timelines, monitors resources, and facilitates risk mitigation and stakeholder engagement. Oversees compliance with healthcare regulations and data security protocols. Aligns technology implementation with clinical workflows, patient safety goals, and organizational priorities across public health, payer, and provider domains.</p>	
<p><b>Additional Functional Responsibility/Skills:</b></p>	
<p><b>Health IT Project Manager I</b></p>	<p>Supports project coordination for health IT initiatives under general supervision. Tracks schedules, documents project activities, and assists with meeting preparation and reporting. Interfaces with stakeholders to gather input and supports resource tracking, issue logging, and status updates. May supervise project/contract personnel and assist with risk assessments and deliverable reviews.</p>
<p><b>Health IT Project Manager II</b></p>	<p>Leads small-to-moderate scope health IT projects such as clinical application rollouts or reporting dashboard development. Coordinates task execution, facilitates change control processes, and monitors progress against regulatory and operational benchmarks. Ensures project artifacts are maintained and facilitates communication across technical and clinical stakeholders. May supervise project/contract personnel and resolve moderately complex implementation challenges.</p>

**HEALTH IT SOFTWARE ENGINEER SERIES**

<b>Series Functional Responsibility</b>	
<p>Designs, develops, and supports software solutions that enable health IT applications and data workflows. Builds custom interfaces, APIs, and logic to support patient data interoperability, clinical quality measurement, and public health reporting. Develops features for health information systems while supporting integration with standards such as HL7 (Health Level Seven), FHIR (Fast Healthcare Interoperability Resources), and SNOMED (Systematized Nomenclature of Medicine). Applies secure coding practices, conducts testing, and ensures traceability of functionality across development, staging, and production environments.</p>	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Health IT Software Engineer I</b>	<p>Assists in software development for health IT systems, including interface configuration and logic design. Supports code testing, debugging, and documentation activities. Applies basic understanding of healthcare terminology and coding standards under supervision. Participates in software updates and configuration adjustments for clinical or billing systems.</p>
<b>Health IT Software Engineer II</b>	<p>Develops application components supporting health data integration, processing, and display. Implements features aligned with healthcare use cases, such as patient encounter workflows or secure messaging. Coordinates with analysts to validate user needs and contributes to unit and integration testing. Ensures alignment with technical specifications and compliance guidelines.</p>
<b>Health IT Software Engineer III</b>	<p>Leads software development tasks supporting interoperable clinical systems and public health IT platforms. Designs scalable and maintainable solutions using industry-aligned development practices. Guides implementation of healthcare-specific logic, ensures code quality, and participates in peer reviews. Mentors junior engineers and leads tasks across concurrent health IT initiatives.</p>

**HEALTH IT SUBJECT MATTER EXPERT (SME) SERIES**

<b>Series Functional Responsibility</b>	
<p>Provides expert-level insight on clinical, operational, or regulatory areas relevant to health IT implementations. Advises project teams on policy implications, standards adoption, clinical best practices, or workflow integration related to electronic health records (EHRs), health information exchange (HIE), and other digital health solutions. Contributes to requirements development, solution design, quality assurance, and stakeholder engagement strategies to support system effectiveness, user adoption, and mission alignment.</p>	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Health IT SME I</b>	<p>Supports project teams by providing domain-specific input related to health operations, care delivery, or public health policy. Assists in validating use cases, preparing content for documentation, and</p>

	reviewing project deliverables for technical or regulatory alignment. Operates under guidance from senior personnel.
<b>Health IT SME II</b>	Provides subject matter consultation on clinical workflows, data standards, or regulatory compliance in support of health IT development. Collaborates with analysts, developers, and stakeholders to ensure domain accuracy in design and documentation. Participates in stakeholder briefings and system validation sessions and supports risk analysis for decision-making.
<b>Health IT SME III</b>	Leads subject matter contributions across concurrent health IT workstreams. Advises on policy-to-technology alignment, interoperability frameworks, and system usability. Participates in program planning, reviews final deliverables, and ensures alignment with health IT objectives such as patient safety, data integrity, and compliance with regulations like HIPAA and the 21st Century Cures Act. Mentors junior SMEs and supports stakeholder engagement activities.

### HEALTH IT SYSTEMS ADMINISTRATOR SERIES

Series Functional Responsibility	
Installs, configures, monitors, and supports health IT infrastructure including servers, operating systems, clinical applications, and electronic health record (EHR) platforms. Maintains system security, patch compliance, and data backup procedures in accordance with healthcare IT standards. Collaborates with health IT teams to troubleshoot issues impacting care delivery or data flow and ensures system availability and integrity across environments. Supports integration of systems with secure messaging, patient portals, and medical device interfaces.	
Additional Functional Responsibility/Skills:	
<b>Health IT Systems Administrator I</b>	Assists with installation and maintenance of clinical and administrative systems in a healthcare environment. Supports patching, monitoring, and basic issue resolution under supervision. Tracks configuration changes and follows health IT procedures for access control and data protection.
<b>Health IT Systems Administrator II</b>	Performs system administration tasks across virtual and physical environments supporting EHR and healthcare applications. Troubleshoots access, performance, and data availability issues. Implements operating system-level updates and coordinates with support teams to maintain system compliance with security baselines.
<b>Health IT Systems Administrator III</b>	Leads administration of enterprise health IT systems. Oversees system integration activities, coordinates disaster recovery planning, and ensures uptime of clinical platforms. Conducts root cause analysis, optimizes configurations, and mentors junior staff. Supports audit readiness, documentation, and compliance with data retention and access control requirements.

**HEALTH IT SYSTEMS ENGINEER SERIES**

<b>Series Functional Responsibility</b>	
<p>Designs, integrates, and maintains health IT infrastructure, applications, and clinical environments to support interoperability, patient safety, and regulatory compliance. Collaborates with stakeholders across the development lifecycle to ensure secure, efficient, and resilient system architecture. Conducts capacity planning, performance tuning, and troubleshooting. Supports integration with electronic health record (EHR) systems and standards such as HL7 (Health Level Seven), FHIR (Fast Healthcare Interoperability Resources), and SNOMED (Systematized Nomenclature of Medicine).</p>	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Health IT Systems Engineer I</b>	<p>Assists with installation, configuration, and maintenance of health IT system components. Supports integration tasks and applies engineering procedures to ensure basic system functionality and compliance. Works under supervision to support infrastructure elements and ensure alignment with operational needs.</p>
<b>Health IT Systems Engineer II</b>	<p>Performs system integration, configuration management, and lifecycle support for health-focused applications and data workflows. Troubleshoots performance issues and resolves hardware/software conflicts. Applies secure system engineering practices and documents configurations aligned with system and privacy requirements.</p>
<b>Health IT Systems Engineer III</b>	<p>Leads system design and engineering efforts supporting health IT environments. Coordinates technical implementation, ensures secure configurations, and maintains alignment with patient data exchange and interoperability goals. Conducts risk assessments and leads system testing and optimization efforts. Mentors junior engineers and supports enterprise engineering strategies.</p>

**HEALTH IT TECHNICIAN SERIES**

<b>Series Functional Responsibility</b>	
<p>Develops and edits technical documentation to support health IT systems, clinical application deployment, data governance, and regulatory submissions. Produces user manuals, standard operating procedures (SOPs), training guides, and technical summaries based on collaboration with subject matter experts and project teams. Ensures clarity, compliance with healthcare regulations, and alignment with accessibility and usability standards. Applies terminology relevant to EHRs, care coordination, and health IT interoperability.</p>	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Health IT Technician I</b>	<p>Drafts and edits basic documentation including meeting summaries, requirement outlines, and standard operating procedures. Supports content formatting and tracks document versions. Works under guidance from technical staff and contributes to structured document development.</p>

<p><b>Health IT Technician II</b></p>	<p>Creates and edits user-facing and technical documentation for health IT applications. Ensures clarity, logical flow, and consistency. Participates in content reviews and incorporates stakeholder feedback. Coordinates document lifecycle management across health IT teams.</p>
<p><b>Health IT Technician III</b></p>	<p>Leads the development of documentation packages supporting system design, regulatory submissions, and operational procedures. Translates complex technical material into clear, user-friendly content aligned with healthcare terminology and mission needs. Ensures compliance with accessibility standards and oversees documentation quality for concurrent initiatives. Mentors junior technicians and oversees tasks.</p>

**HEALTH IT TECHNOLOGY ENGINEER SERIES**

<p><b>Series Functional Responsibility</b></p>	
<p>Designs, develops, implements, and supports systems, applications, and infrastructure that enable the secure and effective delivery of healthcare services. Applies engineering methods to solve technical challenges associated with health IT platforms, including clinical application development, system integration, and health data exchange. Collaborates with stakeholders to implement scalable and interoperable health solutions, incorporating standards such as HL7 (Health Level Seven), FHIR (Fast Healthcare Interoperability Resources), and SNOMED (Systematized Nomenclature of Medicine). Participates in the full development lifecycle including design, testing, deployment, and documentation to support operational continuity and compliance in clinical environments.</p>	
<p><b>Additional Functional Responsibility/Skills:</b></p>	
<p><b>Health IT Technology Engineer I</b></p>	<p>Assists in the development, configuration, and deployment of software and infrastructure supporting health IT applications. Follows engineering practices under supervision and supports basic testing, documentation, and troubleshooting of application issues in accordance with healthcare data and workflow standards.</p>
<p><b>Health IT Technology Engineer II</b></p>	<p>Implements technical solutions to support clinical and operational systems in healthcare environments. Performs system analysis, supports application integration efforts, and ensures interoperability with standards-based protocols. Coordinates testing, documents technical specifications, and contributes to the development of user support materials.</p>
<p><b>Health IT Technology Engineer III</b></p>	<p>Leads engineering activities related to enterprise health IT systems, including application design, interoperability testing, and infrastructure deployment. Mentors junior staff and ensures alignment with project goals and compliance requirements. Advises on architectural design choices and contributes to the development of scalable solutions that support electronic health record (EHR) integration, secure data exchange, and clinical decision support systems. Mentors junior engineers and oversees tasks.</p>

**4. SIN 541519ICAM (IDENTITY, CREDENTIALING & ACCESS MANAGEMENT)**

ID#	LCAT Description	YR 11	YR 12	YR 13	YR 14	YR 15
01011185	IAM Applications Developer I	\$89.59	\$92.28	\$95.05	\$97.90	\$100.84
01011186	IAM Applications Developer II	\$115.48	\$118.94	\$122.51	\$126.19	\$129.98
01011187	IAM Applications Developer III	\$123.44	\$127.14	\$130.95	\$134.88	\$138.93
01011188	IAM Applications Developer IV	\$167.23	\$172.25	\$177.42	\$182.74	\$188.22
01011189	IAM Architect I	\$117.46	\$120.98	\$124.61	\$128.35	\$132.20
01011190	IAM Architect II	\$143.35	\$147.65	\$152.08	\$156.64	\$161.34
01011191	IAM Architect III	\$168.23	\$173.28	\$178.48	\$183.83	\$189.34
01011192	IAM Architect IV	\$206.07	\$212.25	\$218.62	\$225.18	\$231.94
01011193	IAM Data Architect I	\$98.55	\$101.51	\$104.56	\$107.70	\$110.93
01011194	IAM Data Architect II	\$140.36	\$144.57	\$148.91	\$153.38	\$157.98
01011195	IAM Data Architect III	\$151.31	\$155.85	\$160.53	\$165.35	\$170.31
01011196	IAM Data Architect IV	\$188.14	\$193.78	\$199.59	\$205.58	\$211.75
01011197	IAM Database Specialist I	\$99.55	\$102.54	\$105.62	\$108.79	\$112.05
01011198	IAM Database Specialist II	\$133.39	\$137.39	\$141.51	\$145.76	\$150.13
01011199	IAM Database Specialist III	\$165.25	\$170.21	\$175.32	\$180.58	\$186.00
01011200	IAM Database Specialist IV	\$179.18	\$184.56	\$190.10	\$195.80	\$201.67
01011201	IAM Help Desk Specialist I	\$64.71	\$66.65	\$68.65	\$70.71	\$72.83
01011202	IAM Help Desk Specialist II	\$78.64	\$81.00	\$83.43	\$85.93	\$88.51
01011203	IAM Help Desk Specialist III	\$100.54	\$103.56	\$106.67	\$109.87	\$113.17
01011204	IAM Help Desk Specialist IV	\$119.46	\$123.04	\$126.73	\$130.53	\$134.45
01011205	IAM Identity Specialist I	\$88.59	\$91.25	\$93.99	\$96.81	\$99.71
01011206	IAM Identity Specialist I	\$106.52	\$109.72	\$113.01	\$116.40	\$119.89
01011207	IAM Identity Specialist I	\$135.39	\$139.45	\$143.63	\$147.94	\$152.38
01011208	IAM Identity Specialist I	\$168.23	\$173.28	\$178.48	\$183.83	\$189.34
01011209	IAM Information Assurance/Security Specialist I	\$110.50	\$113.82	\$117.23	\$120.75	\$124.37
01011210	IAM Information Assurance/Security Specialist II	\$128.41	\$132.26	\$136.23	\$140.32	\$144.53

<b>ID#</b>	<b>LCAT Description</b>	<b>YR 11</b>	<b>YR 12</b>	<b>YR 13</b>	<b>YR 14</b>	<b>YR 15</b>
01011211	IAM Information Assurance/Security Specialist III	\$146.34	\$150.73	\$155.25	\$159.91	\$164.71
01011212	IAM Information Assurance/Security Specialist IV	\$169.23	\$174.31	\$179.54	\$184.93	\$190.48
01011213	IAM Network Engineer I	\$119.46	\$123.04	\$126.73	\$130.53	\$134.45
01011214	IAM Network Engineer II	\$134.39	\$138.42	\$142.57	\$146.85	\$151.26
01011215	IAM Network Engineer III	\$179.18	\$184.56	\$190.10	\$195.80	\$201.67
01011216	IAM Network Engineer IV	\$206.07	\$212.25	\$218.62	\$225.18	\$231.94
01011217	IAM Network Specialist I	\$91.59	\$94.34	\$97.17	\$100.09	\$103.09
01011218	IAM Network Specialist II	\$124.43	\$128.16	\$132.00	\$135.96	\$140.04
01011219	IAM Network Specialist III	\$142.35	\$146.62	\$151.02	\$155.55	\$160.22
01011220	IAM Network Specialist IV	\$190.14	\$195.84	\$201.72	\$207.77	\$214.00
01011221	IAM Project Manager I	\$114.48	\$117.91	\$121.45	\$125.09	\$128.84
01011222	IAM Project Manager II	\$133.39	\$137.39	\$141.51	\$145.76	\$150.13
01011223	IAM Project Manager III	\$156.29	\$160.98	\$165.81	\$170.78	\$175.90
01011224	IAM Project Manager IV	\$179.18	\$184.56	\$190.10	\$195.80	\$201.67
01011225	IAM Quality Assurance Specialist I	\$96.56	\$99.46	\$102.44	\$105.51	\$108.68
01011226	IAM Quality Assurance Specialist II	\$110.50	\$113.82	\$117.23	\$120.75	\$124.37
01011227	IAM Quality Assurance Specialist III	\$133.39	\$137.39	\$141.51	\$145.76	\$150.13
01011228	IAM Quality Assurance Specialist IV	\$183.16	\$188.65	\$194.31	\$200.14	\$206.14
01011229	IAM Software Engineer I	\$102.53	\$105.61	\$108.78	\$112.04	\$115.40
01011230	IAM Software Engineer II	\$121.45	\$125.09	\$128.84	\$132.71	\$136.69
01011231	IAM Software Engineer III	\$146.34	\$150.73	\$155.25	\$159.91	\$164.71
01011232	IAM Software Engineer IV	\$161.27	\$166.11	\$171.09	\$176.22	\$181.51
01011233	IAM Subject Matter Expert I	\$100.54	\$103.56	\$106.67	\$109.87	\$113.17
01011234	IAM Subject Matter Expert II	\$146.34	\$150.73	\$155.25	\$159.91	\$164.71
01011235	IAM Subject Matter Expert III	\$192.12	\$197.88	\$203.82	\$209.93	\$216.23
01011236	IAM Subject Matter Expert IV	\$220.00	\$226.60	\$233.40	\$240.40	\$247.61
01011237	IAM Subject Matter Expert V	\$237.91	\$245.05	\$252.40	\$259.97	\$267.77

<b>ID#</b>	<b>LCAT Description</b>	<b>YR 11</b>	<b>YR 12</b>	<b>YR 13</b>	<b>YR 14</b>	<b>YR 15</b>
01011238	IAM Systems Administrator I	\$87.60	\$90.23	\$92.94	\$95.73	\$98.60
01011239	IAM Systems Administrator II	\$106.52	\$109.72	\$113.01	\$116.40	\$119.89
01011240	IAM Systems Administrator III	\$129.41	\$133.29	\$137.29	\$141.41	\$145.65
01011241	IAM Systems Administrator IV	\$149.32	\$153.80	\$158.41	\$163.16	\$168.05
01011242	IAM Systems Engineer I	\$102.53	\$105.61	\$108.78	\$112.04	\$115.40
01011243	IAM Systems Engineer II	\$121.45	\$125.09	\$128.84	\$132.71	\$136.69
01011244	IAM Systems Engineer III	\$139.37	\$143.55	\$147.86	\$152.30	\$156.87
01011245	IAM Systems Engineer IV	\$157.28	\$162.00	\$166.86	\$171.87	\$177.03
01011246	IAM Test Engineer I	\$99.55	\$102.54	\$105.62	\$108.79	\$112.05
01011247	IAM Test Engineer II	\$123.44	\$127.14	\$130.95	\$134.88	\$138.93
01011248	IAM Test Engineer III	\$146.34	\$150.73	\$155.25	\$159.91	\$164.71
01011249	IAM Test Engineer IV	\$169.23	\$174.31	\$179.54	\$184.93	\$190.48

**Experience & Degree Substitution Equivalencies**

\*Experience exceeding the minimum shown may be substituted for education. Likewise, education exceeding the minimum shown may be substituted for experience.

LABOR CATEGORY	STANDARD QUALS		SUBSTITUTIONS				
	Min Education	Min Exp	PhD	Masters	Bachelors	Associates	High School
IAM Applications Developer I	Bachelors	1	0	0	1	2	4
IAM Applications Developer II	Bachelors	3	0	0	3	5	7
IAM Applications Developer III	Bachelors	5	0	3	5	7	9
IAM Applications Developer IV	Masters	7	3	7	9	11	13
IAM Architect I	Bachelors	1	0	0	1	2	4
IAM Architect II	Bachelors	3	0	0	3	5	7
IAM Architect III	Bachelors	5	0	3	5	7	9
IAM Architect IV	Masters	7	3	7	9	11	13
IAM Data Architect I	Bachelors	1	0	0	1	2	4
IAM Data Architect II	Bachelors	3	0	0	3	5	7
IAM Data Architect III	Bachelors	5	0	3	5	7	9
IAM Data Architect IV	Masters	7	3	7	9	11	13
IAM Database Specialist I	Bachelors	1	0	0	1	2	4
IAM Database Specialist II	Bachelors	3	0	0	3	5	7
IAM Database Specialist III	Bachelors	5	0	3	5	7	9
IAM Database Specialist IV	Masters	7	3	7	9	11	13
IAM Help Desk Specialist I	Bachelors	1	0	0	1	2	4
IAM Help Desk Specialist II	Bachelors	3	0	0	3	5	7
IAM Help Desk Specialist III	Bachelors	5	0	3	5	7	9
IAM Help Desk Specialist IV	Masters	7	3	7	9	11	13
IAM Identity Specialist I	Bachelors	1	0	0	1	2	4
IAM Identity Specialist I	Bachelors	3	0	0	3	5	7
IAM Identity Specialist I	Bachelors	5	0	3	5	7	9
IAM Identity Specialist I	Masters	7	3	7	9	11	13
IAM Information Assurance/ Security Specialist I	Bachelors	1	0	0	1	2	4
IAM Information Assurance/ Security Specialist II	Bachelors	3	0	0	3	5	7
IAM Information Assurance/ Security Specialist III	Bachelors	5	0	3	5	7	9
IAM Information Assurance/ Security Specialist IV	Masters	7	3	7	9	11	13
IAM Network Engineer I	Bachelors	1	0	0	1	2	4
IAM Network Engineer II	Bachelors	3	0	0	3	5	7

LABOR CATEGORY	STANDARD QUALS		SUBSTITUTIONS				
	Min Education	Min Exp	PhD	Masters	Bachelors	Associates	High School
IAM Network Engineer III	Bachelors	5	0	3	5	7	9
IAM Network Engineer IV	Masters	7	3	7	9	11	13
IAM Network Specialist I	Bachelors	1	0	0	1	2	4
IAM Network Specialist II	Bachelors	3	0	0	3	5	7
IAM Network Specialist III	Bachelors	5	0	3	5	7	9
IAM Network Specialist IV	Masters	7	3	7	9	11	13
IAM Project Manager I	Bachelors	1	0	0	1	2	4
IAM Project Manager II	Bachelors	3	0	0	3	5	7
IAM Project Manager III	Bachelors	5	0	3	5	7	9
IAM Project Manager IV	Masters	7	3	7	9	11	13
IAM Quality Assurance Specialist I	Bachelors	1	0	0	1	2	4
IAM Quality Assurance Specialist II	Bachelors	3	0	0	3	5	7
IAM Quality Assurance Specialist III	Bachelors	5	0	3	5	7	9
IAM Quality Assurance Specialist IV	Masters	7	3	7	9	11	13
IAM Software Engineer I	Bachelors	1	0	0	1	2	4
IAM Software Engineer II	Bachelors	3	0	0	3	5	7
IAM Software Engineer III	Bachelors	5	0	3	5	7	9
IAM Software Engineer IV	Masters	7	3	7	9	11	13
IAM Subject Matter Expert I	Bachelors	1	0	0	1	2	4
IAM Subject Matter Expert II	Bachelors	3	0	0	3	5	7
IAM Subject Matter Expert III	Bachelors	5	0	3	5	7	9
IAM Subject Matter Expert IV	Masters	7	3	7	9	11	13
IAM Subject Matter Expert V	Masters	9	5	9	11	13	N/A
IAM Systems Administrator I	Bachelors	1	0	0	1	2	4
IAM Systems Administrator II	Bachelors	3	0	0	3	5	7
IAM Systems Administrator III	Bachelors	5	0	3	5	7	9
IAM Systems Administrator IV	Masters	7	3	7	9	11	13
IAM Systems Engineer I	Bachelors	1	0	0	1	2	4
IAM Systems Engineer II	Bachelors	3	0	0	3	5	7
IAM Systems Engineer III	Bachelors	5	0	3	5	7	9
IAM Systems Engineer IV	Masters	7	3	7	9	11	13
IAM Test Engineer I	Bachelors	1	0	0	1	2	4
IAM Test Engineer II	Bachelors	3	0	0	3	5	7
IAM Test Engineer III	Bachelors	5	0	3	5	7	9

LABOR CATEGORY	STANDARD QUALS		SUBSTITUTIONS				
	Min Education	Min Exp	PhD	Masters	Bachelors	Associates	High School
IAM Test Engineer IV	Masters	7	3	7	9	11	13

### LABOR CATEGORY DESCRIPTIONS

#### IAM APPLICATION SERIES

Series Functional Responsibility	
<p>Supports the design, development, and integration of IdAM/ICAM solutions across enterprise environments. Contributes to the implementation of authentication systems, access governance, and lifecycle management processes that ensure secure and compliant user access. Collaborates with cross-functional teams including administrators, engineers, and cybersecurity professionals to enhance system interoperability, strengthen policy adherence, and align with federal identity management frameworks. Applies industry best practices, Zero Trust principles, and automation strategies to improve efficiency and reliability. Supports continuous improvement through documentation, testing, and the adoption of emerging security technologies to protect organizational assets and mission-critical systems.</p>	
Additional Functional Responsibility/Skills:	
<b>IAM Applications Developer I</b>	<p>Delivers IdAM/ICAM support in an entry-level capacity. Engages in identity lifecycle tasks, authentication processes, and access governance operations across enterprise systems. Drafts technical documentation and assists with compliance requirements, applying close attention to accuracy. Partners with administrators, engineers, and other specialists to promote secure integration. Handles responsibilities that may include troubleshooting, basic system configuration, and user assistance. Participates in team knowledge exchanges and contributes to growth when opportunities arise. Applies technical skills to strengthen IdAM/ICAM operations while aligning with organizational policies and federal guidance.</p>
<b>IAM Applications Developer II</b>	<p>Executes IdAM/ICAM support functions at an intermediate level. Supports activities related to identity lifecycle management, authentication mechanisms, and enterprise access governance. Prepares and maintains technical documentation while ensuring compliance obligations are satisfied. Works closely with engineers, administrators, and related specialists to integrate and secure systems effectively. Undertakes tasks that involve problem resolution, configuration adjustments, and user-facing support. Shares expertise with peers and offers limited mentoring to less experienced colleagues. Builds on technical knowledge to refine IdAM/ICAM operations in accordance with organizational strategy and federal standards.</p>
<b>IAM Applications Developer III</b>	<p>Performs IdAM/ICAM responsibilities at a senior level. Leads contributions to identity lifecycle management, authentication strategies, and access governance within enterprise environments. Develops detailed technical documents and ensures compliance</p>

	frameworks are applied rigorously. Collaborates with engineers, administrators, and other specialists to guarantee effective and secure integration of systems. Addresses complex troubleshooting challenges, advanced configuration needs, and escalated user support. Guides team members, mentors junior staff, and strengthens shared technical practices. Applies advanced expertise to optimize IdAM/ICAM capabilities while maintaining alignment with organizational objectives and federal requirements.
<b>IAM Applications Developer IV</b>	Oversees enterprise-level IdAM/ICAM development and integration. Directs initiatives related to identity lifecycle processes, authentication models, and governance across large, complex systems. Authors and validates technical documentation, ensuring all compliance mandates are embedded within operations. Coordinates with senior engineers, system administrators, and technical leads to design secure, scalable solutions. Resolves high-level issues, architects system configurations, and supports mission-critical user access needs. Provides mentorship to less experienced developers, fostering technical and professional growth within the team. Advances IdAM/ICAM practices to support modernization, Zero Trust principles, and federal security strategies.

**IAM ARCHITECT SERIES**

<b>Series Functional Responsibility</b>	
Supports the development, design, and governance of enterprise IdAM/ICAM architectures. Contributes to the planning, integration, and modernization of identity solutions across multiple systems and environments. Ensures architecture designs align with Zero Trust principles, federal security frameworks, and organizational objectives. Collaborates with engineers, developers, administrators, and cybersecurity professionals to ensure secure, scalable, and interoperable identity services. Applies architectural best practices to enhance authentication, authorization, and federation capabilities across enterprise platforms. Supports documentation, compliance alignment, and system modernization efforts that strengthen the overall security posture and operational efficiency of identity ecosystems.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>IAM Architect I</b>	Supports enterprise architecture tasks in IdAM/ICAM environments. Assists in documenting system designs, integration points, and access management workflows. Participates in evaluating identity-related technologies and helps ensure interoperability across applications. Works alongside senior architects to align technical solutions with organizational and federal standards. Prepares diagrams, models, and reference materials to illustrate authentication and authorization processes. Gains exposure to compliance frameworks such as NIST and OMB guidance. Builds foundational expertise in enterprise-level identity system architecture.
<b>IAM Architect II</b>	Designs intermediate enterprise architecture solutions for IdAM/ICAM programs. Develops system integration models and contributes to designing authentication and federation services. Coordinates with administrators and developers to align identity and

	access services across multiple platforms. Reviews solutions for compliance with NIST, DoD, and agency-specific standards. Refines system documentation, architecture diagrams, and technical roadmaps. Engages in solution testing and validation to ensure resilience and scalability. Guides junior staff in applying architectural practices for secure identity environments.
<b>IAM Architect III</b>	Leads the creation of IdAM/ICAM enterprise architectures that support organizational missions. Defines frameworks, integration patterns, and technology standards for identity governance and authentication services. Collaborates with system engineers, project managers, and security specialists to align solutions with Zero Trust principles. Oversees compliance audits and ensures enterprise designs meet federal security requirements. Develops roadmaps for modernization and cloud-based identity management. Resolves high-complexity challenges related to scalability, data federation, and multi-enclave access. Provides mentorship to developing architects and contributes to strategic planning efforts.
<b>IAM Architect IV</b>	Directs enterprise-wide IdAM/ICAM architecture strategy. Establishes vision, policies, and governance structures that guide long-term identity and access management solutions. Oversees large-scale system integration, federation, and Zero Trust adoption across mission-critical environments. Advises senior leadership on emerging technologies and their application to enterprise security goals. Coordinates multi-stakeholder alignment to ensure interoperability and compliance with NIST SP 800-207, RMF, and OMB requirements. Resolves the most complex architecture challenges while enabling seamless identity services across diverse systems. Provides coaching and direction to senior architects and technical leads, ensuring architectural practices remain secure and adaptive.

## **IAM DATA ARCHITECT SERIES**

<b>Series Functional Responsibility</b>	
Supports the planning, design, and governance of data architecture within IdAM/ICAM environments. Contributes to the development of schemas, data models, and integration frameworks that enable secure, consistent, and compliant management of identity information. Collaborates with engineers, developers, administrators, and program managers to ensure interoperability and alignment with organizational data strategies. Applies best practices in data governance, metadata management, and security compliance to enhance the accuracy and reliability of identity data. Supports modernization initiatives by aligning identity data architecture with Zero Trust principles, NIST standards, and federal data management mandates.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>IAM Data Architect I</b>	Supports entry-level IdAM/ICAM data architecture tasks. Contributes to the development of schemas and data structures that ensure secure identity management and access control. Assists in maintaining metadata repositories and identity-related data

	<p>dictionaries. Works with more senior architects to validate compliance with organizational and federal standards. Participates in data quality reviews and helps document data governance procedures. Collaborates with administrators and developers to ensure proper integration of identity-related datasets. Builds foundational knowledge of data architecture to support secure and effective IdAM/ICAM services.</p>
<b>IAM Data Architect II</b>	<p>Designs intermediate-level IdAM/ICAM data solutions. Develops schemas, data flows, and integration points for identity and access management systems. Maintains and improves metadata and governance repositories to ensure security and compliance. Partners with system administrators, developers, and engineers to align identity-related data across applications and platforms. Performs data validation and reconciliation to strengthen reliability. Assists in refining standards and procedures to improve governance of sensitive identity data. Enhances team effectiveness by mentoring junior analysts in data management principles.</p>
<b>IAM Data Architect III</b>	<p>Leads complex IdAM/ICAM data architecture initiatives. Defines enterprise schemas, workflows, and integration methods that underpin identity and access management services. Validates and enforces compliance with NIST, DoD, and agency-specific standards for data security. Collaborates with engineers and administrators to architect data services that ensure scalability, resilience, and auditability. Directs advanced reconciliation and optimization of identity-related datasets. Produces technical documentation, governance standards, and operational procedures for data services. Provides guidance and mentoring to less experienced team members while contributing to strategic modernization initiatives.</p>
<b>IAM Data Architect IV</b>	<p>Shapes enterprise-wide IdAM/ICAM data architecture strategy. Establishes the vision, standards, and frameworks for identity-related data governance and integration. Directs the design of high-level data flows, master data repositories, and identity schema models for large-scale federal environments. Ensures solutions comply with NIST, OMB, and Zero Trust Architecture mandates. Coordinates with program managers, senior engineers, and stakeholders to align identity data governance with mission objectives. Resolves the most complex integration and reconciliation challenges while supporting mission-critical enterprise needs. Guides organizational policy for identity data management and mentors staff. Advances the enterprise toward optimized, compliant, and future-ready IdAM/ICAM data services.</p>

**IAM DATABASE SPECIALIST SERIES**

<b>Series Functional Responsibility</b>	
<p>Supports the design, administration, and optimization of databases that underpin IdAM/ICAM systems. Contributes to maintaining the integrity, security, and performance of identity-related data across enterprise environments. Collaborates with engineers, developers, and system administrators to ensure seamless integration between databases and authentication services. Applies best practices in data governance, backup, recovery, and access control to safeguard identity information. Supports compliance with federal cybersecurity frameworks and organizational data policies. Promotes reliability and scalability through documentation, performance tuning, and continuous improvement initiatives that enhance the overall efficiency of IdAM/ICAM database operations.</p>	
<b>Additional Functional Responsibility/Skills:</b>	
<b>IAM Database Specialist I</b>	<p>Assists with foundational database tasks that support IdAM/ICAM operations. Performs entry-level database administration functions such as loading identity-related datasets, maintaining user access tables, and running validation queries. Follows established procedures to ensure identity and credential data are securely stored and retrievable. Works closely with senior database specialists and system administrators to support troubleshooting. Documents processes and updates basic database management artifacts. Gains familiarity with security compliance requirements for identity data. Develops baseline skills to enable secure and reliable database support for ICAM services.</p>
<b>IAM Database Specialist II</b>	<p>Manages intermediate database functions within IdAM/ICAM environments. Configures user accounts, access roles, and permissions within enterprise identity-related databases. Executes data validation, backup, and recovery activities to safeguard credentialing and authentication data. Coordinates with developers and engineers to integrate applications with identity databases. Monitors performance metrics, tunes queries, and resolves routine issues impacting IdAM/ICAM data services. Prepares and maintains documentation of database schemas and operational processes. Provides occasional guidance to junior specialists, strengthening the overall support structure for ICAM databases.</p>
<b>IAM Database Specialist III</b>	<p>Directs advanced database administration for IdAM/ICAM services. Oversees database configuration, security, and performance optimization across multiple environments. Designs and enforces standards for data integrity, access control, and audit logging. Works collaboratively with system engineers and application developers to integrate complex identity services and workflows. Troubleshoots escalated incidents, implements disaster recovery plans, and ensures high availability of identity-related databases. Produces comprehensive documentation, including architecture diagrams, compliance reports, and standard operating procedures. Mentors junior staff, guiding their development in secure database practices.</p>

<p><b>IAM Database Specialist IV</b></p>	<p>Leads enterprise-level database strategy and operations for IdAM/ICAM services. Defines standards for credentialing data architecture, security, and lifecycle management across large-scale environments. Architects replication, redundancy, and failover solutions to guarantee resilient access management systems. Advises senior leadership on emerging database technologies and their application to Zero Trust identity frameworks. Oversees compliance with federal cybersecurity policies, including NIST and OMB guidance. Resolves highly complex database performance and integration challenges, ensuring mission continuity. Provides mentorship and direction to mid- and senior-level specialists while establishing policies for identity data management across the enterprise.</p>
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**IAM HELP DESK SPECIALIST SERIES**

<p><b>Series Functional Responsibility</b></p>	
<p>Provides user support and issue resolution for IdAM/ICAM systems across enterprise environments. Responds to account, authentication, and access-related requests while ensuring adherence to organizational policies and federal security requirements. Collaborates with administrators, engineers, and program teams to maintain service continuity and improve support workflows. Monitors help desk operations, resolves technical incidents, and supports lifecycle management for user accounts. Applies best practices for identity troubleshooting, credential management, and user education. Promotes a culture of secure access, service excellence, and continuous improvement in line with Zero Trust and NIST guidance.</p>	
<p><b>Additional Functional Responsibility/Skills:</b></p>	
<p><b>IAM Help Desk Specialist I</b></p>	<p>Handles entry-level support requests related to IdAM/ICAM systems. Responds to password resets, account provisioning, and access troubleshooting. Follows established scripts and workflows to resolve basic identity service issues. Escalates complex problems to higher-tier staff while documenting actions taken. Monitors help desk ticket queues and provides timely updates to users. Learns to apply federal security and privacy practices in user support. Develops baseline knowledge of authentication, credentialing, and access governance.</p>
<p><b>IAM Help Desk Specialist II</b></p>	<p>Addresses intermediate user support needs within IdAM/ICAM environments. Assists with account lifecycle management, multifactor authentication, and access control issues. Uses diagnostic tools to troubleshoot problems and provide accurate resolutions. Collaborates with system administrators and engineers to resolve recurring issues. Maintains detailed records of incidents and recommends improvements to help desk workflows. Provides limited guidance to junior staff and promotes customer-focused support. Applies understanding of federal identity policies to strengthen service quality.</p>
<p><b>IAM Help Desk Specialist III</b></p>	<p>Resolves advanced IdAM/ICAM incidents requiring deeper technical expertise. Investigates complex account provisioning</p>

	errors, authentication failures, and integration issues. Develops and maintains troubleshooting documentation and user guides. Coordinates with engineering teams to identify root causes and implement corrective actions. Conducts training sessions for junior help desk personnel. Reviews recurring incidents to propose systemic improvements. Ensures user support aligns with organizational security policies and compliance requirements.
<b>IAM Help Desk Specialist IV</b>	Oversees IdAM/ICAM help desk operations and sets service delivery standards. Directs escalation procedures and supervises junior specialists. Leads response to critical access issues and high-priority incidents. Develops training programs, knowledge bases, and troubleshooting workflows to improve help desk effectiveness. Coordinates closely with system engineers and project managers to address systemic problems and user impact. Ensures compliance with NIST SP 800-63 and federal access management guidance during user support operations. Mentors team members and fosters a culture of accountability and service excellence.

### **IAM IDENTITY SPECIALIST SERIES**

<b>Series Functional Responsibility</b>	
Supports the management and governance of digital identities across enterprise environments. Contributes to the design, implementation, and operation of IdAM/ICAM solutions that ensure secure, compliant, and efficient access to organizational resources. Collaborates with administrators, engineers, and cybersecurity personnel to manage user provisioning, authentication, and entitlement processes. Applies best practices and federal identity standards to maintain the integrity and reliability of identity services. Promotes modernization and Zero Trust adoption through continuous process improvement, documentation, and adherence to compliance frameworks such as NIST and OMB guidance.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>IAM Identity Specialist I</b>	Assists with entry-level identity lifecycle tasks across enterprise environments. Supports user onboarding, account provisioning, and credentialing operations under supervision. Reviews and updates identity records for accuracy while following established processes. Collaborates with administrators to ensure authentication mechanisms function properly. Documents work performed and contributes to compliance reporting. Gains exposure to identity governance and access control frameworks used in federal programs. Builds foundational skills in IdAM/ICAM operations.
<b>IAM Identity Specialist II</b>	Carries out intermediate identity management responsibilities. Administers user accounts, roles, and entitlements to align with organizational policies. Configures authentication workflows, multifactor solutions, and federated login services. Monitors access control systems to detect irregularities and resolve routine issues. Works with engineers and developers to integrate applications into identity governance platforms. Provides guidance to junior staff in performing standard identity operations. Ensures documentation and

	audit logs meet compliance standards. Strengthens enterprise access security through proactive account management.
<b>IAM Identity Specialist III</b>	Leads advanced identity management tasks supporting large-scale environments. Designs and implements role-based and attribute-based access controls. Oversees provisioning, de-provisioning, and federation of accounts across multiple enclaves. Coordinates with system engineers and security analysts to enhance authentication mechanisms and Zero Trust access models. Troubleshoots escalated identity issues, addressing integration and performance challenges. Produces detailed technical documentation, including compliance evidence and workflow diagrams. Mentors less experienced specialists and contributes to workforce development. Aligns identity management services with federal cybersecurity directives.
<b>IAM Identity Specialist IV</b>	Directs enterprise-level identity governance strategies. Establishes policies for credentialing, authentication, and access management across mission-critical systems. Leads integration of advanced identity technologies, including federation platforms, PKI, and Zero Trust frameworks. Advises senior leadership on identity risks, compliance requirements, and modernization strategies. Oversees the resolution of the most complex identity issues, ensuring resilience and scalability of services. Develops and enforces enterprise standards for auditing, reporting, and data protection. Coaches junior and mid-level specialists to strengthen organizational expertise. Shapes enterprise-wide IdAM/ICAM operations to support secure and compliant mission delivery.

**IAM INFORMATION ASSURANCE/SECURITY SPECIALIST SERIES**

<b>Series Functional Responsibility</b>	
Supports the protection, monitoring, and assurance of IdAM/ICAM systems across enterprise environments. Contributes to the design and enforcement of security controls that safeguard authentication, authorization, and credentialing services. Coordinates with engineers, administrators, and auditors to ensure compliance with federal frameworks such as NIST SP 800-53, SP 800-63, and OMB guidance. Applies Zero Trust principles to enhance identity system defense and resilience. Participates in risk assessments, vulnerability management, and incident response activities focused on access security. Promotes a culture of proactive assurance, compliance, and continuous improvement to strengthen organizational cybersecurity posture.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>IAM Information Assurance/Security Specialist I</b>	Supports entry-level security tasks within IdAM/ICAM environments. Assists with monitoring authentication systems, reviewing audit logs, and documenting incidents. Applies baseline security controls to protect credentialing and access data. Works under supervision to validate compliance with organizational standards. Contributes to system assessments by gathering data and preparing reports. Develops familiarity with NIST SP 800-53

	controls and federal identity assurance practices. Builds foundational understanding of how security integrates with identity services.
<b>IAM Information Assurance/Security Specialist II</b>	Implements intermediate security measures to safeguard IdAM/ICAM services. Administers access control lists, reviews audit trails, and validates multifactor authentication deployments. Coordinates with administrators and engineers to remediate vulnerabilities affecting identity systems. Maintains security documentation, including standard operating procedures and compliance evidence. Provides limited mentoring to junior specialists on applying assurance practices. Monitors adherence to federal frameworks such as NIST SP 800-63 and SP 800-171. Strengthens organizational security posture through proactive identity system oversight.
<b>IAM Information Assurance/Security Specialist III</b>	Leads advanced information assurance activities across identity platforms. Conducts security risk assessments, penetration testing of authentication services, and reviews of system configurations. Ensures enforcement of Zero Trust principles and alignment with DoD and federal mandates. Coordinates with system engineers to implement corrective actions and enhance defense-in-depth strategies. Develops and validates security documentation required for ATO processes. Mentors junior staff and provides guidance on applying assurance and compliance controls. Responds to escalated incidents involving access control or identity compromise. Enhances enterprise assurance practices for mission-critical IdAM/ICAM operations.
<b>IAM Information Assurance/Security Specialist IV</b>	Oversees enterprise-wide security assurance strategies for IdAM/ICAM services. Establishes policies and governance frameworks to ensure compliance with NIST, FIPS, and OMB requirements. Directs large-scale security assessments, audits, and red team exercises focused on identity and access systems. Advises senior leadership on risks, vulnerabilities, and mitigation strategies. Resolves the most complex incidents, ensuring continuity of identity services during cyber events. Shapes organizational approaches to multifactor authentication, PKI integration, and privileged access security. Provides mentorship to senior-level specialists and engineers, ensuring consistent adoption of assurance practices. Advances enterprise security to align with Zero Trust and federal cyber priorities.

**IAM NETWORK ENGINEER SERIES**

Series Functional Responsibility
Supports the design, configuration, and management of network infrastructures that enable secure and efficient IdAM/ICAM operations. Contributes to the integration of authentication, authorization, and federation traffic across enterprise networks in alignment with Zero Trust principles and federal security standards. Collaborates with system administrators, security engineers, and architects to ensure connectivity, performance, and compliance for identity-

<p>aware services. Applies network engineering best practices to safeguard data flows and maintain system reliability. Supports modernization efforts by optimizing routing, segmentation, and access control configurations that underpin identity system resilience and scalability.</p>	
<p><b>Additional Functional Responsibility/Skills:</b></p>	
<p><b>IAM Network Engineer I</b></p>	<p>Supports identity-aware network operations in an entry-level capacity. Assists in configuring network components that enable authentication and access control services. Follows established procedures to implement firewall rules, routing updates, and VPN settings that support secure identity integration. Helps monitor network performance and documents findings for review by senior engineers. Coordinates with administrators to troubleshoot connectivity issues affecting identity systems. Develops familiarity with identity federation traffic flows and security policies governing access networks. Builds baseline skills in network engineering for ICAM environments.</p>
<p><b>IAM Network Engineer II</b></p>	<p>Configures intermediate network services to support IdAM/ICAM solutions. Implements authentication-aware routing, firewall rules, and access control lists to align with organizational policies. Coordinates with identity specialists to integrate federation and multifactor authentication traffic flows. Monitors network segments for performance bottlenecks and resolves routine issues. Documents configurations, diagrams, and procedures that support compliance audits. Provides occasional guidance to junior engineers and technicians. Strengthens the reliability and security of network services that underpin identity and access management.</p>
<p><b>IAM Network Engineer III</b></p>	<p>Leads advanced networking initiatives that enable secure identity services. Designs segmented architectures that enforce Zero Trust access models. Optimizes routing and traffic flow for federated authentication, SSO, and credential validation services. Conducts in-depth troubleshooting of complex connectivity and performance issues. Collaborates with system architects and cybersecurity specialists to integrate IdAM/ICAM with enterprise networks. Produces detailed documentation, standards, and policies governing secure traffic management. Mentors less experienced engineers, building organizational depth in network security engineering. Ensures enterprise networking aligns with federal identity and cybersecurity requirements.</p>
<p><b>IAM Network Engineer IV</b></p>	<p>Directs enterprise-level network engineering strategies for IdAM/ICAM operations. Establishes standards for secure traffic flows supporting authentication, authorization, and federation across multiple enclaves. Oversees network segmentation, redundancy, and disaster recovery design to ensure mission continuity of identity services. Advises leadership on emerging networking technologies and their impact on Zero Trust adoption. Resolves the most complex integration and performance challenges for global identity traffic. Coordinates with cross-functional teams to enforce compliance with</p>

	NIST and DoD guidance. Provides coaching and oversight to senior engineers, ensuring consistency in secure networking practices. Shapes enterprise network architectures to advance resilient, scalable IdAM/ICAM operations.
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## IAM NETWORK SPECIALIST SERIES

Series Functional Responsibility	
Supports the operation, maintenance, and security of network infrastructures that enable IdAM/ICAM services. Contributes to configuring and monitoring network components used in authentication, federation, and access control. Collaborates with engineers, administrators, and cybersecurity personnel to sustain connectivity and enforce secure traffic management. Applies standard networking practices and federal compliance frameworks to ensure reliable and resilient identity services. Supports documentation, incident management, and performance tuning to strengthen enterprise network integrity. Promotes adherence to Zero Trust principles and continuous improvement of identity-enabled network operations.	
Additional Functional Responsibility/Skills:	
<b>IAM Network Specialist I</b>	Assists with daily operational tasks that support identity-enabled networks. Monitors basic connectivity for authentication services, VPN access, and directory synchronization. Follows guidance from senior staff to perform routine checks on switches, routers, and firewalls linked to IdAM/ICAM functions. Documents configurations and incident tickets to ensure traceability. Escalates complex issues to higher-level engineers. Gains exposure to secure network management practices in support of identity services. Builds an introductory understanding of how network components underpin authentication and access control.
<b>IAM Network Specialist II</b>	Executes intermediate network support functions within IdAM/ICAM environments. Configures standard firewall rules, port settings, and VPN parameters that support credentialing and federation traffic. Troubleshoots user connectivity issues related to authentication and access management. Monitors logs to identify recurring incidents and coordinates resolutions with engineers. Produces updates to network documentation and diagrams for compliance purposes. Assists in implementing security controls across network devices. Provides limited mentorship to entry-level specialists and promotes operational consistency.
<b>IAM Network Specialist III</b>	Manages advanced network operations that sustain IdAM/ICAM services. Administers identity-related traffic flows across multiple enclaves, ensuring security and efficiency. Develops procedures for routing, firewall, and load balancing in support of federated authentication and multifactor access. Coordinates closely with system engineers and cybersecurity specialists to resolve escalated connectivity issues. Documents enterprise network standards and assists with compliance audits. Mentors junior staff, teaching best practices in secure networking for identity systems. Strengthens the

	resilience of identity services by optimizing network performance and security posture.
<b>IAM Network Specialist IV</b>	Oversees enterprise-scale network support for IdAM/ICAM operations. Establishes procedures for maintaining secure authentication traffic across global or multi-enclave environments. Directs advanced troubleshooting and recovery efforts when identity services are disrupted by network faults. Advises senior leadership on risks, performance trends, and emerging technologies. Coordinates with architects and program managers to ensure network strategies align with Zero Trust and federal identity requirements. Develops policies and documentation governing network device management for compliance. Coaches senior-level specialists, strengthening enterprise capacity to deliver secure and resilient identity-enabled networks.

### **IAM PROJECT MANAGER SERIES**

<b>Series Functional Responsibility</b>	
Oversees the planning, coordination, and execution of IdAM/ICAM projects to ensure timely and compliant delivery of mission objectives. Develops schedules, assigns resources, and monitors progress across technical and operational workstreams. Collaborates with engineers, administrators, and stakeholders to align project outcomes with organizational and federal cybersecurity strategies. Applies project management best practices and governance frameworks such as PMBOK, Agile, and federal IT acquisition guidelines. Supports risk management, reporting, and performance tracking while promoting efficiency, transparency, and alignment with Zero Trust and modernization initiatives.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>IAM Project Manager I</b>	Coordinates entry-level project activities for IdAM/ICAM initiatives. Tracks schedules, deliverables, and milestones under the supervision of senior managers. Prepares meeting notes, status updates, and project documentation. Assists in managing resources, assignments, and team coordination. Ensures tasks align with established project plans and compliance requirements. Monitors risks and escalates issues to leadership as needed. Builds foundational knowledge of federal project management standards and IdAM/ICAM governance.
<b>IAM Project Manager II</b>	Manages intermediate projects or workstreams within IdAM/ICAM programs. Develops project schedules, assigns resources, and tracks progress against deliverables. Coordinates with technical teams, stakeholders, and customers to ensure objectives are met. Maintains project documentation, risk registers, and compliance artifacts. Oversees reporting activities and communicates project status to leadership. Guides junior staff on applying project management practices. Ensures projects remain on schedule, within scope, and compliant with organizational and federal requirements.

<b>IAM Project Manager III</b>	Leads complex IdAM/ICAM projects that span multiple teams or systems. Defines project scope, objectives, and timelines in collaboration with stakeholders. Oversees planning, resource allocation, and execution of large-scale identity initiatives. Tracks budgets, risks, and dependencies, applying corrective actions to maintain alignment with mission priorities. Produces detailed project reports and ensures deliverables meet compliance and performance standards. Mentors junior project managers and provides oversight of their work. Aligns project outcomes with organizational strategies and federal identity modernization goals.
<b>IAM Project Manager IV</b>	Directs enterprise-level IdAM/ICAM programs that involve multiple projects and stakeholders. Establishes governance frameworks and ensures program activities align with strategic objectives. Manages senior project teams, providing oversight, guidance, and accountability. Advises leadership on project risks, resource needs, and emerging priorities. Develops long-term schedules, milestone plans, and reporting structures for mission-critical identity initiatives. Ensures program outcomes comply with NIST, OMB, and federal cybersecurity mandates. Coaches and mentors senior project managers, strengthening organizational project management capability. Shapes enterprise IdAM/ICAM program execution to support secure, resilient mission outcomes.

**IAM QUALITY ASSURANCE SPECIALIST SERIES**

<b>Series Functional Responsibility</b>	
Supports the verification, validation, and assurance of IdAM/ICAM systems to ensure functionality, reliability, and compliance. Develops and executes testing procedures that validate provisioning, authentication, and access control operations across enterprise environments. Collaborates with developers, administrators, and engineers to identify and resolve system defects while maintaining detailed testing documentation. Applies quality control and assurance methodologies grounded in federal compliance standards, including NIST and Zero Trust frameworks. Contributes to continuous improvement efforts by ensuring that identity services meet operational, security, and performance requirements before deployment.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>IAM Quality Assurance Specialist I</b>	Assists with basic quality checks on IdAM/ICAM systems and applications. Reviews test scripts, validates account provisioning steps, and verifies authentication workflows. Follows established procedures to confirm that access management functions operate as intended. Documents test results and submits findings to senior staff. Identifies simple discrepancies and escalates issues for resolution. Gains familiarity with compliance-driven testing requirements, such as NIST-based assurance practices. Builds foundational skills in quality control for identity systems.
<b>IAM Quality Assurance Specialist II</b>	Executes intermediate quality assurance tasks for IdAM/ICAM solutions. Designs and conducts functional tests of identity

	provisioning, authentication, and access control features. Develops test documentation and maintains records for audit purposes. Collaborates with developers and system administrators to identify and correct issues. Tracks defect resolution and ensures changes meet acceptance criteria. Mentors junior testers in proper QA processes and reporting practices. Applies federal assurance frameworks to validate system compliance and security controls.
<b>IAM Quality Assurance Specialist III</b>	Leads advanced testing efforts across IdAM/ICAM environments. Develops comprehensive test plans covering system integration, performance, and security aspects of identity management. Coordinates testing activities with developers, engineers, and program managers. Analyzes test results to identify systemic issues and recommends corrective measures. Oversees regression testing to validate upgrades and patches. Produces detailed reports for compliance audits and risk assessments. Guides junior and mid-level testers, fostering consistency in QA practices. Ensures testing supports mission assurance and aligns with federal standards.
<b>IAM Quality Assurance Specialist IV</b>	Directs enterprise-level quality assurance strategies for IdAM/ICAM services. Establishes policies, frameworks, and metrics for testing identity-related systems. Oversees QA teams conducting integration, performance, and security testing across large-scale deployments. Ensures testing practices align with NIST, OMB, and Zero Trust requirements. Advises senior leadership on risks and quality trends affecting mission-critical identity operations. Coordinates enterprise audits and system acceptance activities. Mentors senior QA staff and enforces consistency across test practices. Shapes organizational quality standards to enhance reliability and compliance in IdAM/ICAM programs.

## **IAM SOFTWARE ENGINEER SERIES**

<b>Series Functional Responsibility</b>	
<p>Designs, develops, and maintains software components that enable secure and compliant IdAM/ICAM operations. Contributes to the creation of authentication, authorization, and federation services that support enterprise identity governance and access control. Applies secure coding practices, DevSecOps methodologies, and federal cybersecurity frameworks to ensure system integrity and reliability. Collaborates with administrators, architects, and security specialists to integrate identity services across distributed environments. Supports continuous modernization and Zero Trust adoption through innovation, testing, and compliance-driven software development.</p>	
<b>Additional Functional Responsibility/Skills:</b>	
<b>IAM Software Engineer I</b>	<p>Develops entry-level software components supporting IdAM/ICAM systems. Writes code for authentication modules, access control features, and identity service integrations under close supervision. Assists with debugging and unit testing to ensure secure functionality. Documents work performed and supports compliance-driven software practices. Collaborates with senior engineers to gain</p>

	familiarity with identity governance workflows. Learns to apply secure coding standards in alignment with federal cybersecurity guidance. Builds foundational experience in software engineering within ICAM environments.
<b>IAM Software Engineer II</b>	Implements intermediate software solutions for IdAM/ICAM services. Designs and develops authentication workflows, federation connectors, and role-based access management features. Conducts code reviews, system testing, and defect resolution to improve reliability. Works with administrators and analysts to ensure proper data exchange between applications and identity platforms. Prepares technical documentation to support audits and compliance requirements. Provides guidance to junior developers on secure coding techniques. Strengthens enterprise identity services through reliable and compliant software development.
<b>IAM Software Engineer III</b>	Leads advanced software engineering tasks for IdAM/ICAM environments. Architects and implements complex identity features such as multifactor authentication integrations, attribute-based access controls, and large-scale federation services. Oversees testing and validation of software components to ensure scalability and security. Coordinates with architects, security specialists, and administrators to align solutions with enterprise identity frameworks. Troubleshoots high-priority defects and ensures system resilience through continuous improvement. Produces technical documentation, test reports, and compliance evidence. Mentors junior and mid-level developers, strengthening team expertise.
<b>IAM Software Engineer IV</b>	Directs enterprise software development initiatives for IdAM/ICAM systems. Defines architecture for authentication, authorization, and federation modules across mission-critical applications. Leads development teams in applying DevSecOps practices, secure coding standards, and compliance-driven development lifecycles. Advises leadership on modernization strategies, emerging technologies, and Zero Trust requirements. Resolves the most complex software challenges, ensuring resilience and mission readiness of identity services. Produces enterprise-wide coding standards and technical documentation to support audits and accreditation. Coaches senior engineers and developers, ensuring software practices advance organizational and federal objectives.

**IAM SUBJECT MATTER EXPERT SERIES**

Series Functional Responsibility
Serves as a technical authority and trusted advisor for IdAM/ICAM systems, strategy, and governance. Provides subject matter expertise to guide planning, implementation, and modernization of authentication, authorization, and identity governance capabilities across enterprise environments. Collaborates with engineers, architects, and program leadership to ensure solutions align with federal cybersecurity frameworks, including NIST, OMB, and Zero Trust mandates. Contributes to risk management, compliance validation, and system

<p>assessments. Strengthens enterprise readiness through knowledge sharing, strategic guidance, and the advancement of secure and scalable identity practices.</p>	
<p><b>Additional Functional Responsibility/Skills:</b></p>	
<p><b>IAM Subject Matter Expert I</b></p>	<p>Contributes specialized knowledge in support of IdAM/ICAM initiatives. Applies entry-level subject matter expertise to assist in implementing identity governance, authentication, and access management practices. Participates in requirements analysis and offers input on technical solutions. Supports testing, documentation, and compliance activities under supervision. Collaborates with senior experts to gain exposure to enterprise-level identity challenges. Builds familiarity with NIST frameworks and federal security directives. Develops baseline proficiency as an IdAM/ICAM subject matter contributor.</p>
<p><b>IAM Subject Matter Expert II</b></p>	<p>Applies intermediate expertise to IdAM/ICAM solutions. Advises teams on identity lifecycle management, multifactor authentication, and federation practices. Assists with developing standards, policies, and technical procedures. Provides input on integration design, risk management, and compliance validation. Prepares documentation to support audits and system accreditation. Mentors junior specialists on applying identity management best practices. Enhances organizational capability by applying subject matter knowledge to technical and operational challenges.</p>
<p><b>IAM Subject Matter Expert III</b></p>	<p>Leads advanced IdAM/ICAM subject matter activities. Provides authoritative guidance on identity governance, Zero Trust adoption, and large-scale access control strategies. Supports enterprise architecture design and advises system engineers on secure integration methods. Conducts assessments of identity platforms to ensure compliance with federal requirements. Prepares detailed technical documents and compliance evidence for ATO processes. Mentors junior and mid-level experts, strengthening team-wide expertise. Shapes organizational identity strategies to address complex mission and cybersecurity objectives.</p>
<p><b>IAM Subject Matter Expert IV</b></p>	<p>Directs subject matter expertise for enterprise IdAM/ICAM programs. Advises senior leadership on identity governance frameworks, modernization strategies, and risk management. Provides expert input into solution architecture, security control implementation, and compliance audits. Oversees technical assessments, penetration testing of identity systems, and strategic integration efforts. Develops policies and frameworks to guide enterprise adoption of secure identity solutions. Mentors senior specialists and contributes to organizational knowledge growth. Ensures enterprise practices align with NIST, OMB, and federal Zero Trust mandates.</p>
<p><b>IAM Subject Matter Expert V</b></p>	<p>Shapes enterprise-wide IdAM/ICAM strategy as the highest-level subject matter authority. Defines vision and long-term goals for identity governance, federation, and access management across</p>

	<p>mission-critical systems. Advises executive leadership on risks, compliance, and emerging technologies. Oversees development and integration of large-scale identity services in alignment with Zero Trust principles. Resolves the most complex identity and access management challenges, ensuring resilience and scalability. Develops enterprise policies, roadmaps, and compliance frameworks that guide future operations. Coaches senior leaders and expert staff, elevating organizational capability to meet evolving federal cybersecurity requirements.</p>
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**IAM SYSTEMS ADMINISTRATOR SERIES**

Series Functional Responsibility	
<p>Supports the configuration, operation, and maintenance of systems that enable IdAM/ICAM services. Administers authentication platforms, directory services, and access control systems across enterprise environments. Collaborates with engineers, developers, and cybersecurity specialists to ensure systems function securely and reliably in accordance with organizational and federal standards. Applies system hardening, patch management, and monitoring practices to maintain compliance and availability. Contributes to documentation, troubleshooting, and modernization initiatives that enhance system resilience and support Zero Trust objectives.</p>	
Additional Functional Responsibility/Skills:	
<b>IAM Systems Administrator I</b>	<p>Assists in supporting IdAM/ICAM system environments at the entry level. Monitors account provisioning, authentication services, and directory synchronization under close supervision. Performs basic system maintenance tasks such as applying patches and updates. Documents standard operating procedures and records changes for compliance purposes. Escalates complex issues to higher-level administrators. Learns to apply security policies and federal requirements within identity-related systems. Builds foundational knowledge of system administration in IdAM/ICAM contexts.</p>
<b>IAM Systems Administrator II</b>	<p>Maintains IdAM/ICAM systems and services at an intermediate level. Configures user accounts, authentication services, and access control mechanisms. Monitors system logs and performance data to identify and resolve issues affecting identity services. Coordinates with developers and engineers to integrate applications into existing identity environments. Prepares documentation to support compliance audits and accreditation. Provides limited guidance to entry-level administrators. Strengthens organizational reliability by ensuring identity systems remain secure and functional.</p>
<b>IAM Systems Administrator III</b>	<p>Oversees advanced administration of IdAM/ICAM platforms. Implements directory services, federation components, and multifactor authentication systems. Troubleshoots escalated issues and optimizes system performance across multiple environments. Produces technical documentation and contributes to security accreditation packages. Coordinates with architects and project managers to align administration practices with enterprise strategies. Mentors junior and mid-level administrators, sharing best practices</p>

	for identity system management. Enhances resilience and compliance of enterprise identity services.
<b>IAM Systems Administrator IV</b>	Directs enterprise-level IdAM/ICAM administration efforts. Establishes standards, procedures, and policies for managing authentication and access systems. Leads configuration of large-scale directory services, PKI integrations, and Zero Trust identity solutions. Oversees patch management, system hardening, and incident response for identity platforms. Advises senior leadership on risks, compliance, and modernization strategies. Provides mentorship and direction to administrators at all levels. Ensures mission-critical identity systems operate securely, efficiently, and in full compliance with federal mandates.

### **IAM SYSTEMS ENGINEER SERIES**

<b>Series Functional Responsibility</b>	
Supports the design, implementation, and optimization of IdAM/ICAM system architectures. Contributes to engineering solutions that enable secure authentication, authorization, and federation across enterprise environments. Collaborates with administrators, developers, and cybersecurity professionals to ensure seamless integration and compliance with federal standards. Applies systems engineering methodologies and Zero Trust principles to enhance the performance, scalability, and resilience of identity platforms. Develops documentation, conducts system analysis, and supports modernization initiatives that strengthen enterprise security and access management capabilities.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>IAM Systems Engineer I</b>	Supports entry-level engineering tasks within IdAM/ICAM environments. Assists in configuring system components that enable authentication, authorization, and federation services. Performs routine maintenance and applies security patches under supervision. Documents configurations and prepares basic diagrams of identity system architectures. Collaborates with administrators to troubleshoot issues affecting access services. Gains exposure to NIST-aligned engineering practices for identity systems. Builds foundational technical skills in secure systems engineering.
<b>IAM Systems Engineer II</b>	Implements intermediate IdAM/ICAM engineering solutions. Configures directory services, multifactor authentication systems, and access control workflows. Monitors performance metrics and performs analysis to ensure reliability and scalability. Coordinates with developers to integrate applications into identity environments. Produces technical documentation, compliance artifacts, and system procedures. Provides occasional guidance to junior engineers. Enhances organizational capabilities by applying engineering expertise to strengthen identity services.
<b>IAM Systems Engineer III</b>	Leads advanced IdAM/ICAM engineering initiatives. Designs and optimizes authentication services, federation frameworks,

	and enterprise access management systems. Conducts testing, validation, and troubleshooting for escalated issues. Coordinates with architects and security specialists to ensure alignment with Zero Trust and federal mandates. Produces detailed system designs, technical reports, and compliance documentation. Mentors junior engineers, transferring advanced knowledge of IdAM/ICAM engineering practices. Strengthens mission assurance through resilient and secure identity service engineering.
<b>IAM Systems Engineer IV</b>	Directs enterprise-level IdAM/ICAM engineering efforts. Establishes engineering standards, system baselines, and governance processes for identity services. Leads the design of complex authentication frameworks, PKI integrations, and large-scale federation solutions. Oversees performance tuning, system modernization, and incident resolution for mission-critical identity platforms. Advises senior leadership on engineering risks, technology trends, and compliance requirements. Provides mentorship to engineers across all levels, ensuring knowledge transfer and consistent practices. Shapes enterprise engineering approaches to support scalable and compliant IdAM/ICAM solutions.

**IAM TEST ENGINEER SERIES**

<b>Series Functional Responsibility</b>	
Supports the planning, development, and execution of testing activities that ensure IdAM/ICAM systems operate securely, reliably, and in compliance with federal standards. Designs and performs tests across authentication, authorization, federation, and access control services to validate functionality and performance. Collaborates with engineers, administrators, and quality assurance personnel to identify, track, and resolve defects. Applies structured testing methodologies aligned with NIST, OMB, and Zero Trust frameworks to enhance assurance and mission readiness. Contributes to continuous improvement by documenting test results, refining procedures, and ensuring testing supports secure and compliant identity operations.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>IAM Test Engineer I</b>	Assists in executing entry-level testing of IdAM/ICAM systems. Follows predefined test scripts to validate account provisioning, authentication workflows, and access control mechanisms. Documents test results and prepares reports for review by senior testers. Escalates issues that require advanced troubleshooting. Collaborates with developers and administrators to confirm system functions meet basic requirements. Learns compliance-driven testing practices aligned with NIST and federal identity standards. Builds introductory skills in system testing for identity services.
<b>IAM Test Engineer II</b>	Conducts intermediate testing tasks for IdAM/ICAM platforms. Designs test cases for multifactor authentication, federation, and role-based access workflows. Performs integration testing to verify proper communication across applications and directories. Tracks

	defects, validates fixes, and maintains test documentation for compliance purposes. Coordinates with engineers and quality assurance specialists to identify and resolve issues. Provides guidance to junior testers in executing repeatable test procedures. Enhances reliability of enterprise identity services through structured testing practices.
<b>IAM Test Engineer III</b>	Leads advanced testing of IdAM/ICAM systems and integrations. Develops comprehensive test plans covering scalability, resilience, and compliance requirements. Executes penetration and performance tests focused on identity services. Collaborates with system architects and security specialists to validate alignment with Zero Trust models. Produces detailed test reports for audits, risk assessments, and accreditation packages. Mentors junior and mid-level testers, promoting consistency in testing practices. Identifies systemic issues and recommends corrective actions to improve mission-critical identity services.
<b>IAM Test Engineer IV</b>	Directs enterprise-level IdAM/ICAM test strategies. Establishes organizational policies, frameworks, and metrics for testing authentication and access systems. Oversees test teams performing integration, regression, and performance testing across multiple environments. Advises leadership on testing outcomes, risks, and readiness of identity solutions. Ensures enterprise testing aligns with NIST, OMB, and DoD requirements. Resolves the most complex testing challenges affecting mission assurance. Provides mentorship and oversight to senior testers, ensuring quality standards are consistently applied. Shapes enterprise testing practices to support secure, resilient, and compliant IdAM/ICAM operations.

**5. SIN 518210C (CLOUD COMPUTING AND CLOUD RELATED IT PROFESSIONAL SERVICES)**

<b>ID#</b>	<b>LCAT Description</b>	<b>YR 11</b>	<b>YR 12</b>	<b>YR 13</b>	<b>YR 14</b>	<b>YR 15</b>
01011145	Cloud Analyst I	\$88.40	\$91.05	\$93.78	\$96.59	\$99.49
01011146	Cloud Analyst II	\$110.04	\$113.34	\$116.74	\$120.24	\$123.85
01011147	Cloud Analyst III	\$135.11	\$139.16	\$143.33	\$147.63	\$152.06
01011148	Cloud Analyst IV	\$165.03	\$169.98	\$175.08	\$180.33	\$185.74
01011149	Cloud Architect I	\$110.94	\$114.27	\$117.70	\$121.23	\$124.87
01011150	Cloud Architect II	\$131.91	\$135.87	\$139.95	\$144.15	\$148.47
01011151	Cloud Architect III	\$162.49	\$167.36	\$172.38	\$177.55	\$182.88
01011152	Cloud Architect IV	\$196.12	\$202.00	\$208.06	\$214.30	\$220.73
01011153	Cloud DevOps Engineer I	\$108.22	\$111.47	\$114.81	\$118.25	\$121.80
01011154	Cloud DevOps Engineer II	\$135.30	\$139.36	\$143.54	\$147.85	\$152.29
01011155	Cloud DevOps Engineer III	\$162.40	\$167.27	\$172.29	\$177.46	\$182.78
01011156	Cloud DevOps Engineer IV	\$192.42	\$198.19	\$204.14	\$210.26	\$216.57
01011157	Cloud Developer I	\$102.11	\$105.17	\$108.33	\$111.58	\$114.93
01011158	Cloud Developer II	\$123.75	\$127.46	\$131.28	\$135.22	\$139.28
01011159	Cloud Developer III	\$154.15	\$158.77	\$163.53	\$168.44	\$173.49
01011160	Cloud Developer IV	\$183.30	\$188.80	\$194.46	\$200.29	\$206.30
01011161	Cloud Engineer I	\$110.36	\$113.67	\$117.08	\$120.59	\$124.21
01011162	Cloud Engineer II	\$131.12	\$135.05	\$139.10	\$143.27	\$147.57
01011163	Cloud Engineer III	\$161.63	\$166.48	\$171.47	\$176.61	\$181.91
01011164	Cloud Engineer IV	\$185.62	\$191.19	\$196.93	\$202.84	\$208.93
01011165	Cloud Security Specialist I	\$97.80	\$100.73	\$103.75	\$106.86	\$110.07
01011166	Cloud Security Specialist II	\$117.43	\$120.95	\$124.58	\$128.32	\$132.17
01011167	Cloud Security Specialist III	\$148.82	\$153.28	\$157.88	\$162.62	\$167.50
01011168	Cloud Security Specialist IV	\$180.27	\$185.68	\$191.25	\$196.99	\$202.90
01011169	Cloud Subject Matter Expert I	\$94.23	\$97.06	\$99.97	\$102.97	\$106.06
01011170	Cloud Subject Matter Expert II	\$112.78	\$116.16	\$119.64	\$123.23	\$126.93

<b>ID#</b>	<b>LCAT Description</b>	<b>YR 11</b>	<b>YR 12</b>	<b>YR 13</b>	<b>YR 14</b>	<b>YR 15</b>
01011171	Cloud Subject Matter Expert III	\$143.66	\$147.97	\$152.41	\$156.98	\$161.69
01011172	Cloud Subject Matter Expert IV	\$178.71	\$184.07	\$189.59	\$195.28	\$201.14
01011173	Cloud Migration Specialist I	\$183.20	\$188.70	\$194.36	\$200.19	\$206.20
01011174	Cloud Migration Specialist II	\$209.53	\$215.82	\$222.29	\$228.96	\$235.83
01011175	Cloud Migration Specialist III	\$241.77	\$249.02	\$256.49	\$264.18	\$272.11
01011176	Cloud Migration Specialist IV	\$249.14	\$256.61	\$264.31	\$272.24	\$280.41
01011177	Cloud Program Manager I	\$115.00	\$118.45	\$122.00	\$125.66	\$129.43
01011178	Cloud Program Manager II	\$142.89	\$147.18	\$151.60	\$156.15	\$160.83
01011179	Cloud Program Manager III	\$168.23	\$173.28	\$178.48	\$183.83	\$189.34
01011180	Cloud Program Manager IV	\$196.49	\$202.38	\$208.45	\$214.70	\$221.14
01011181	Cloud Project Manager I	\$105.87	\$109.05	\$112.32	\$115.69	\$119.16
01011182	Cloud Project Manager II	\$126.77	\$130.57	\$134.49	\$138.52	\$142.68
01011183	Cloud Project Manager III	\$149.97	\$154.47	\$159.10	\$163.87	\$168.79
01011184	Cloud Project Manager IV	\$177.85	\$183.19	\$188.69	\$194.35	\$200.18

**Experience & Degree Substitution Equivalencies**

\*Experience exceeding the minimum shown may be substituted for education. Likewise, education exceeding the minimum shown may be substituted for experience.

LABOR CATEGORY	STANDARD QUALS		SUBSTITUTIONS				
	Min Education	Min Exp	PhD	Masters	Bachelors	Associates	High School
Cloud Analyst I	Bachelors	0	0	0	0	2	4
Cloud Analyst II	Bachelors	1	0	0	1	3	6
Cloud Analyst III	Bachelors	3	0	1	3	5	7
Cloud Analyst IV	Masters	5	3	5	7	9	11
Cloud Architect I	Bachelors	0	0	0	0	2	4
Cloud Architect II	Bachelors	1	0	0	1	3	6
Cloud Architect III	Bachelors	3	0	1	3	5	7
Cloud Architect IV	Masters	5	3	5	7	9	11
Cloud DevOps Engineer I	Bachelors	0	0	0	0	2	4
Cloud DevOps Engineer II	Bachelors	1	0	0	1	3	6
Cloud DevOps Engineer III	Bachelors	3	0	1	3	5	7
Cloud DevOps Engineer IV	Masters	5	3	5	7	9	11
Cloud Developer I	Bachelors	0	0	0	0	2	4
Cloud Developer II	Bachelors	1	0	0	1	3	6
Cloud Developer III	Bachelors	3	0	1	3	5	7
Cloud Developer IV	Masters	5	3	5	7	9	11
Cloud Engineer I	Bachelors	0	0	0	0	2	4
Cloud Engineer II	Bachelors	1	0	0	1	3	6
Cloud Engineer III	Bachelors	3	0	1	3	5	7
Cloud Engineer IV	Masters	5	3	5	7	9	11
Cloud Security Specialist I	Bachelors	0	0	0	0	2	4
Cloud Security Specialist II	Bachelors	1	0	0	1	3	6
Cloud Security Specialist III	Bachelors	3	0	1	3	5	7
Cloud Security Specialist IV	Masters	5	3	5	7	9	11
Cloud Subject Matter Expert I	Bachelors	0	0	0	0	2	4
Cloud Subject Matter Expert II	Bachelors	1	0	0	1	3	6
Cloud Subject Matter Expert III	Bachelors	3	0	1	3	5	7
Cloud Subject Matter Expert IV	Masters	5	3	5	7	9	11
Cloud Migration Specialist I	Bachelors	0	0	0	0	2	4
Cloud Migration Specialist II	Bachelors	1	0	0	1	3	6
Cloud Migration Specialist III	Bachelors	3	0	1	3	5	7
Cloud Migration Specialist IV	Masters	5	3	5	7	9	11

LABOR CATEGORY	STANDARD QUALS		SUBSTITUTIONS				
	Min Education	Min Exp	PhD	Masters	Bachelors	Associates	High School
Cloud Program Manager I	Bachelors	2	0	0	2	4	5
Cloud Program Manager II	Bachelors	3	0	1	3	5	7
Cloud Program Manager III	Masters	5	3	5	7	9	11
Cloud Program Manager IV	Masters	7	5	7	9	11	13
Cloud Project Manager I	Bachelors	2	0	0	2	4	5
Cloud Project Manager II	Bachelors	3	0	1	3	5	7
Cloud Project Manager III	Masters	5	3	5	7	9	11
Cloud Project Manager IV	Masters	7	5	7	9	11	13

**LABOR CATEGORY DESCRIPTIONS**

**CLOUD ANALYST SERIES**

<b>Series Functional Responsibility</b>	
<p>Supports the analysis, planning, and implementation of cloud-based IT solutions across a range of environments. Performs tasks related to system configuration, documentation, service optimization, and compliance. Collaborates with cross-functional teams to troubleshoot issues, assess cloud readiness, and support cloud migration activities. Applies knowledge of cloud platforms, security frameworks, and IT best practices to improve performance and reliability. Contributes to technical planning, stakeholder communication, and the development of scalable, secure cloud solutions. Supports strategic cloud initiatives, team leadership, and enterprise-level modernization efforts.</p>	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Cloud Analyst I</b>	<p>Supports entry-level tasks related to analyst functions within cloud environments. Works under close supervision to assist with basic activities such as documentation updates, monitoring, and configuration checks. Gains exposure to relevant tools, platforms, and standard procedures for secure and efficient operations.</p>
<b>Cloud Analyst II</b>	<p>Performs intermediate analyst tasks with increased autonomy, including system preparation, troubleshooting, and documentation updates. Collaborates with technical teams to validate workloads, optimize processes, and maintain accurate records. Contributes to performance reviews and supports compliance requirements.</p>
<b>Cloud Analyst III</b>	<p>Leads portions of analyst projects, including planning, execution oversight, and advanced troubleshooting. Coordinates with stakeholders to refine strategies, resolve performance issues, and ensure security and quality standards. Mentors junior staff, manages schedules, and acts as a liaison between technical teams and leadership.</p>
<b>Cloud Analyst IV</b>	<p>Oversees enterprise-scale analyst initiatives from planning through completion. Directs strategy, resource allocation, and risk management activities. Engages with executives, technical leads, and vendors to align outcomes with organizational goals. Manages escalations, evaluates emerging tools and technologies, and ensures governance across programs.</p>

**CLOUD ARCHITECT SERIES**

<b>Series Functional Responsibility</b>
<p>Supports the architecture, planning, and implementation of secure and scalable cloud environments. Contributes to the design of cloud infrastructure solutions, including performance tuning, platform integration, and service optimization. Collaborates with stakeholders to assess technical requirements, security policies, and system constraints. Applies cloud architecture best practices and frameworks to guide modernization efforts. Supports enterprise migration strategies, compliance initiatives, and system design reviews. Provides technical guidance across planning, deployment, and governance activities.</p>

<b>Additional Functional Responsibility/Skills:</b>	
<b>Cloud Architect I</b>	Supports entry-level tasks related to architect functions within cloud environments. Works under close supervision to assist with basic activities such as documentation updates, monitoring, and configuration checks. Gains exposure to relevant tools, platforms, and standard procedures for secure and efficient operations.
<b>Cloud Architect II</b>	Performs intermediate architect tasks with increased autonomy, including system preparation, troubleshooting, and documentation updates. Collaborates with technical teams to validate workloads, optimize processes, and maintain accurate records. Contributes to performance reviews and supports compliance requirements.
<b>Cloud Architect III</b>	Leads portions of architect projects, including planning, execution oversight, and advanced troubleshooting. Coordinates with stakeholders to refine strategies, resolve performance issues, and ensure security and quality standards. Mentors junior staff, manages schedules, and acts as a liaison between technical teams and leadership.
<b>Cloud Architect IV</b>	Oversees enterprise-scale architect initiatives from planning through completion. Directs strategy, resource allocation, and risk management activities. Engages with executives, technical leads, and vendors to align outcomes with organizational goals. Manages escalations, evaluates emerging tools and technologies, and ensures governance across programs.

**CLOUD DEVOPS ENGINEER SERIES**

<b>Series Functional Responsibility</b>	
Supports continuous integration, delivery, and automation in cloud environments. Develops and maintains pipelines, scripting tools, and configuration management processes. Collaborates with software developers and system engineers to streamline deployments and monitor performance. Applies DevOps principles to enhance scalability, reliability, and system availability. Supports infrastructure-as-code (IaC) practices, environment provisioning, and operational efficiency improvements.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Cloud DevOps Engineer I</b>	Supports entry-level tasks related to DevOps engineer functions within cloud environments. Works under close supervision to assist with basic activities such as documentation updates, monitoring, and configuration checks. Gains exposure to relevant tools, platforms, and standard procedures for secure and efficient operations.
<b>Cloud DevOps Engineer II</b>	Performs intermediate DevOps engineer tasks with increased autonomy, including system preparation, troubleshooting, and documentation updates. Collaborates with technical teams to validate workloads, optimize processes, and maintain accurate records. Contributes to performance reviews and supports compliance requirements.

<b>Cloud DevOps Engineer III</b>	Leads portions of DevOps engineer projects, including planning, execution oversight, and advanced troubleshooting. Coordinates with stakeholders to refine strategies, resolve performance issues, and ensure security and quality standards. Mentors junior staff, manages schedules, and acts as a liaison between technical teams and leadership.
<b>Cloud DevOps Engineer IV</b>	Oversees enterprise-scale DevOps engineer initiatives from planning through completion. Directs strategy, resource allocation, and risk management activities. Engages with executives, technical leads, and vendors to align outcomes with organizational goals. Manages escalations, evaluates emerging tools and technologies, and ensures governance across programs.

### **CLOUD DEVELOPER SERIES**

<b>Series Functional Responsibility</b>	
<p>Designs, develops, and maintains cloud-based software applications. Participates in solution planning, coding, testing, and deployment within cloud environments. Collaborates with teams to implement scalable, secure, and maintainable code across development pipelines. Applies software engineering principles and DevOps practices to support agile delivery and continuous improvement. Supports cloud integration, performance tuning, and user-centered design across platforms.</p>	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Cloud Developer I</b>	Supports entry-level tasks related to developer functions within cloud environments. Works under close supervision to assist with basic activities such as documentation updates, monitoring, and configuration checks. Gains exposure to relevant tools, platforms, and standard procedures for secure and efficient operations.
<b>Cloud Developer II</b>	Performs intermediate developer tasks with increased autonomy, including system preparation, troubleshooting, and documentation updates. Collaborates with technical teams to validate workloads, optimize processes, and maintain accurate records. Contributes to performance reviews and supports compliance requirements.
<b>Cloud Developer III</b>	Leads portions of developer projects, including planning, execution oversight, and advanced troubleshooting. Coordinates with stakeholders to refine strategies, resolve performance issues, and ensure security and quality standards. Mentors junior staff, manages schedules, and acts as a liaison between technical teams and leadership.
<b>Cloud Developer IV</b>	Oversees enterprise-scale developer initiatives from planning through completion. Directs strategy, resource allocation, and risk management activities. Engages with executives, technical leads, and vendors to align outcomes with organizational goals. Manages escalations, evaluates emerging tools and technologies, and ensures governance across programs.

**CLOUD ENGINEER SERIES**

<b>Series Functional Responsibility</b>	
Supports the engineering and maintenance of cloud infrastructure, including provisioning, monitoring, and performance optimization. Contributes to cloud integration, troubleshooting, and system upgrades. Applies engineering best practices to maintain reliable, scalable, and secure cloud environments. Works across teams to support automation, documentation, and environment lifecycle activities. Supports compliance, cost control, and technical planning efforts.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Cloud Engineer I</b>	Supports entry-level tasks related to engineer functions within cloud environments. Works under close supervision to assist with basic activities such as documentation updates, monitoring, and configuration checks. Gains exposure to relevant tools, platforms, and standard procedures for secure and efficient operations.
<b>Cloud Engineer II</b>	Performs intermediate engineer tasks with increased autonomy, including system preparation, troubleshooting, and documentation updates. Collaborates with technical teams to validate workloads, optimize processes, and maintain accurate records. Contributes to performance reviews and supports compliance requirements.
<b>Cloud Engineer III</b>	Leads portions of engineer projects, including planning, execution oversight, and advanced troubleshooting. Coordinates with stakeholders to refine strategies, resolve performance issues, and ensure security and quality standards. Mentors junior staff, manages schedules, and acts as a liaison between technical teams and leadership.
<b>Cloud Engineer IV</b>	Oversees enterprise-scale engineer initiatives from planning through completion. Directs strategy, resource allocation, and risk management activities. Engages with executives, technical leads, and vendors to align outcomes with organizational goals. Manages escalations, evaluates emerging tools and technologies, and ensures governance across programs.

**CLOUD SECURITY SPECIALIST SERIES**

<b>Series Functional Responsibility</b>	
Implements and monitors cloud security solutions to protect infrastructure, applications, and data. Supports compliance with industry standards and government security frameworks. Performs threat detection, vulnerability assessments, and risk analysis. Collaborates with teams to apply security best practices across deployments and operations. Contributes to security architecture reviews, incident response plans, and access control management.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Cloud Security Specialist I</b>	Supports entry-level tasks related to security specialist functions within cloud environments. Works under close supervision to assist with basic activities such as documentation updates, monitoring, and

	configuration checks. Gains exposure to relevant tools, platforms, and standard procedures for secure and efficient operations.
<b>Cloud Security Specialist II</b>	Performs intermediate security specialist tasks with increased autonomy, including system preparation, troubleshooting, and documentation updates. Collaborates with technical teams to validate workloads, optimize processes, and maintain accurate records. Contributes to performance reviews and supports compliance requirements.
<b>Cloud Security Specialist III</b>	Leads portions of security specialist projects, including planning, execution oversight, and advanced troubleshooting. Coordinates with stakeholders to refine strategies, resolve performance issues, and ensure security and quality standards. Mentors junior staff, manages schedules, and acts as a liaison between technical teams and leadership.
<b>Cloud Security Specialist IV</b>	Oversees enterprise-scale security specialist initiatives from planning through completion. Directs strategy, resource allocation, and risk management activities. Engages with executives, technical leads, and vendors to align outcomes with organizational goals. Manages escalations, evaluates emerging tools and technologies, and ensures governance across programs.

**CLOUD SUBJECT MATTER EXPERT SERIES**

<b>Series Functional Responsibility</b>	
Serves as a technical authority on cloud platforms, services, and integration approaches. Applies deep domain knowledge to support solution development, planning, and system implementation. Guides strategic initiatives, resolves complex issues, and supports executive decision-making. Contributes to governance, training, and evaluation of emerging technologies across mission-critical environments.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Cloud Subject Matter Expert I</b>	Supports entry-level tasks related to subject matter expert functions within cloud environments. Works under close supervision to assist with basic activities such as documentation updates, monitoring, and configuration checks. Gains exposure to relevant tools, platforms, and standard procedures for secure and efficient operations.
<b>Cloud Subject Matter Expert II</b>	Performs intermediate subject matter expert tasks with increased autonomy, including system preparation, troubleshooting, and documentation updates. Collaborates with technical teams to validate workloads, optimize processes, and maintain accurate records. Contributes to performance reviews and supports compliance requirements.
<b>Cloud Subject Matter Expert III</b>	Leads portions of subject matter expert projects, including planning, execution oversight, and advanced troubleshooting. Coordinates with stakeholders to refine strategies, resolve performance issues, and ensure security and quality standards. Mentors junior staff,

	manages schedules, and acts as a liaison between technical teams and leadership.
<b>Cloud Subject Matter Expert IV</b>	Oversees enterprise-scale subject matter expert initiatives from planning through completion. Directs strategy, resource allocation, and risk management activities. Engages with executives, technical leads, and vendors to align outcomes with organizational goals. Manages escalations, evaluates emerging tools and technologies, and ensures governance across programs.

**CLOUD MIGRATION SPECIALIST SERIES**

<b>Series Functional Responsibility</b>	
Serves as a technical authority on cloud platforms, services, and integration approaches. Applies deep domain knowledge to support solution development, planning, and system implementation. Guides strategic initiatives, resolves complex issues, and supports executive decision-making. Contributes to governance, training, and evaluation of emerging technologies across mission-critical environments.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Cloud Migration Specialist I</b>	Supports entry-level tasks related to migrating systems, applications, and data to cloud environments. Works under close supervision to assist with basic migration activities such as documentation updates, data validation, and configuration checks. Gains exposure to migration tools, cloud platforms, and standard procedures for secure and efficient transitions.
<b>Cloud Migration Specialist II</b>	Performs intermediate migration tasks with increased autonomy, including preparing systems for migration, assisting with data transfer, and troubleshooting routine issues. Collaborates with technical teams to validate workloads, optimize migration processes, and maintain documentation. Contributes to post-migration reviews and supports compliance requirements.
<b>Cloud Migration Specialist III</b>	Leads portions of migration projects, including planning, execution oversight, and technical troubleshooting. Coordinates with stakeholders to refine migration strategies, resolve performance issues, and ensure security compliance. Mentors junior staff, manages migration schedules, and acts as a liaison between migration teams and leadership.
<b>Cloud Migration Specialist IV</b>	Oversees enterprise-scale migration initiatives from planning through completion. Directs migration strategy, resource allocation, and risk management activities. Engages with executives, technical leads, and vendors to align migration outcomes with organizational goals. Manages escalations, evaluates emerging migration tools, and ensures governance across programs.

**CLOUD PROGRAM MANAGER SERIES**

<b>Series Functional Responsibility</b>	
Directs cloud-related programs focused on modernization, migration, and operational efficiency. Coordinates teams, timelines, and resource allocation to align with strategic goals. Applies program management best practices to ensure milestone delivery, stakeholder communication, and risk management. Supports enterprise integration and cross-project governance.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Cloud Program Manager I</b>	Supports entry-level tasks related to program manager functions within cloud environments. Works under close supervision to assist with basic activities such as documentation updates, monitoring, and configuration checks. Gains exposure to relevant tools, platforms, and standard procedures for secure and efficient operations.
<b>Cloud Program Manager II</b>	Performs intermediate program manager tasks with increased autonomy, including system preparation, troubleshooting, and documentation updates. Collaborates with technical teams to validate workloads, optimize processes, and maintain accurate records. Contributes to performance reviews and supports compliance requirements.
<b>Cloud Program Manager III</b>	Leads portions of program manager projects, including planning, execution oversight, and advanced troubleshooting. Coordinates with stakeholders to refine strategies, resolve performance issues, and ensure security and quality standards. Mentors junior staff, manages schedules, and acts as a liaison between technical teams and leadership.
<b>Cloud Program Manager IV</b>	Oversees enterprise-scale program manager initiatives from planning through completion. Directs strategy, resource allocation, and risk management activities. Engages with executives, technical leads, and vendors to align outcomes with organizational goals. Manages escalations, evaluates emerging tools and technologies, and ensures governance across programs.

**CLOUD PROJECT MANAGER SERIES**

<b>Series Functional Responsibility</b>	
Manages cloud-related projects from initiation through delivery. Defines project scope, schedules, and resource needs. Coordinates with technical and non-technical teams to monitor progress and mitigate risks. Applies project management standards and agile practices to ensure quality, timeliness, and stakeholder alignment. Supports reporting, documentation, and integration across systems.	
<b>Additional Functional Responsibility/Skills:</b>	
<b>Cloud Project Manager I</b>	Supports entry-level tasks related to project manager functions within cloud environments. Works under close supervision to assist with basic activities such as documentation updates, monitoring, and

	configuration checks. Gains exposure to relevant tools, platforms, and standard procedures for secure and efficient operations.
<b>Cloud Project Manager II</b>	Performs intermediate project manager tasks with increased autonomy, including system preparation, troubleshooting, and documentation updates. Collaborates with technical teams to validate workloads, optimize processes, and maintain accurate records. Contributes to performance reviews and supports compliance requirements.
<b>Cloud Project Manager III</b>	Leads portions of project manager projects, including planning, execution oversight, and advanced troubleshooting. Coordinates with stakeholders to refine strategies, resolve performance issues, and ensure security and quality standards. Mentors junior staff, manages schedules, and acts as a liaison between technical teams and leadership.
<b>Cloud Project Manager IV</b>	Oversees enterprise-scale project manager initiatives from planning through completion. Directs strategy, resource allocation, and risk management activities. Engages with executives, technical leads, and vendors to align outcomes with organizational goals. Manages escalations, evaluates emerging tools and technologies, and ensures governance across programs.