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Labor Category	Commercial Rate	Staff Responsibilities	Management Responsibilities	Years of Experience		
				BA/BS	MA/MS	PHD
Network Analyst I	$ 107.50	Performs moderately complex technical work in support of more senior IT staff and assists more junior staff. Responsibilities may include: developing network requirements based on IT, system, software, security, and operational requirements, performing network requirement allocation and requirement dependency analysis, developing network design specifications, developing and implementing networking solutions, performing systems/network configuration and administration, developing technical documentation, providing technical subject matter expertise to solve issues, working independently to achieve customer feedback and agreement on solutions, providing input to project management planning (e.g. status reporting, level of effort, etc.), act as quality assurance check for more junior IT personnel to ensure consistency across work products, implementing standard Information Technology Infrastructure Library (ITIL) processes and methodologies across the IT support team.	Performs basic assignments independently, but needs more direction with moderate to complex tasking. Assists more junior staff with tasking.	3	1	0
Network Analyst II	$ 122.50	Performs more complex technical tasks or leads small teams of IT personnel. Responsibilities may include: developing network requirements based on IT, system, network, software, security, and operational requirements, evaluating emerging networking technologies, performing network function allocation and network functional dependency analysis, developing and implementing system networking solutions, working independently with the customer to architect network solutions to meet customer requirements, act as Information Technology Infrastructure Library (ITIL) process/methodology quality assurance across IT support teams and work products.	Performs complex tasks independently but needs guidance on highly complex assignments. May provide task specific leadership and guidance to more junior staff. May lead small teams or more complex tasks.	7	5	3
Network Analyst III	$ 152.00	Performs complex technical tasks or leads IT system development, network implementation, or integration efforts of moderate size or complexity. Responsibilities may include analyzing operational, IT, information security, and performance requirements to develop network requirements and functions, developing network designs, performing technical risk analysis, evaluating emerging networking technologies, providing specialized network expertise to solve complex issues, working independently with the customer to architect network solutions to meet customer requirements, providing guidance and direction to more junior staff, and developing or implementing standard Information Technology Infrastructure Library (ITIL) practices or methodologies.Technical project or program leadership responsibilities may include providing project management planning and team leadership, staff performance management, developing cost estimates, acting as primary client point of contact for IT or system issues, assessing and mitigating schedule risks, writing proposals, and managing deliverables.	Performs complex tasking independently with occasional input from more senior staff. May lead programs of moderate size or complexity. May lead multiple teams concurrently and provide project level execution guidance as well as input to program level strategy.	11	9	7
Security Analyst I	$ 112.00	Performs moderately complex technical work in support of more senior IT staff and assists more junior staff. Responsibilities may include: developing security requirements based on IT, system, software, security, and operational requirements, performing security requirement allocation and requirement dependency analysis, developing network security design specifications, developing and implementing security solutions, developing technical documentation, providing technical subject matter expertise to solve issues, working independently to achieve customer feedback and agreement on solutions, providing input to project management planning (e.g. status reporting, level of effort, etc.), act as quality assurance check for more junior IT personnel to ensure consistency across work products, implementing standard Information Technology Infrastructure Library (ITIL) processes and methodologies across the IT support team.	Performs basic assignments independently, but needs more direction with moderate to complex tasking. Assists more junior staff with tasking.	4	2	0
Security Analyst II	$ 128.00	Performs more complex technical tasks or leads small teams of IT personnel. Responsibilities may include: developing system security requirements based on IT, system, network, software, security, and operational requirements, evaluating emerging security technologies, performing system security function allocation and functional dependency analysis, developing and implementing system security solutions, providing Information Technology subject matter expertise to solve more complex security issues, providing input to program management plans, working independently with the customer to architect security and cyber solutions to meet customer requirements, act as Information Technology Infrastructure Library (ITIL) process/methodology quality assurance across IT support teams and work products.	Performs complex tasks independently but needs guidance on highly complex assignments. May provide task specific leadership and guidance to more junior staff. May lead small teams or more complex tasks.	8	6	4

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Labor Category	Commercial Rate	Staff Responsibilities	Management Responsibilities	Years of Experience		
				BA/BS	MA/MS	PHD
Security Analyst III	$ 160.00	Performs complex technical tasks or leads IT system development or integration efforts of moderate size or complexity. Responsibilities may include analyzing operational, IT, information or network cyber security, and performance requirements to develop cyber security requirements and functions, developing technical designs, performing security risk analysis, evaluating emerging cyber security technologies, providing specialized system or cyber security expertise to solve complex issues, working independently with the customer to architect security solutions to meet customer requirements, providing guidance and direction to more junior staff, and developing or implementing standard Information Technology Infrastructure Library (ITIL) practices or methodologies. Technical project or program leadership responsibilities may include providing project management planning and team leadership, staff performance management, developing cost estimates, acting as primary client point of contact for IT or system issues, assessing and mitigating schedule risks, writing proposals, and managing deliverables.	Performs complex tasking independently with occasional input from more senior staff. May lead programs of moderate size or complexity. May lead multiple teams concurrently and provide project level execution guidance as well as input to program level strategy.	12	10	8
Security Analyst IV	$ 184.00	Performs most complex Information Technology software development tasks, including setting network and cyber security methodology and process direction, proposing network and cyber security solutions to meet the customer's most complex system security requirements, overseeing security activities across programs and the system development lifecycle. Identifies emerging security and cyber technologies which can be applied to meet customer requirements. Architects network and cyber security solutions to meet customer requirements. Provides security expertise and specific IT process and discipline knowledge to creatively solve issues. Leads large or complex systems development, software development, and integration efforts. Acts as a senior technical advisor. Has some specialized technical knowledge.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	14	12	10
Software Analyst I	$ 97.50	Performs moderately complex technical work in support of more senior IT staff and assists more junior staff. Responsibilities may include: developing system software requirements based on IT, system, software, security, and operational requirements, performing technical/system software requirement allocation and requirement dependency analysis, developing and implementing software solutions, troubleshooting, developing technical documentation, and providing input to project management planning (e.g. status reporting, level of effort, etc.).	Performs basic assignments independently, but needs more direction with moderate to complex tasking. Assists more junior staff with tasking.	2	0	0
Software Analyst II	$ 118.25	Performs more complex technical tasks or leads small teams of IT personnel. Responsibilities may include: developing software requirements based on IT, system, network, software, security, and operational requirements, evaluating emerging software technologies, developing and implementing system solutions, performing software analysis, providing input to program management plans, working independently with the customer to architect software solutions to meet customer requirements, act as Information Technology Infrastructure Library (ITIL) process/methodology quality assurance across IT support teams and work products.	Performs complex tasks independently but needs guidance on highly complex assignments. May provide task specific leadership and guidance to more junior staff. May lead small teams or more complex tasks.	6	4	2
Software Analyst III	$ 144.00	Performs complex technical tasks or leads IT system development, software development, or integration efforts of moderate size or complexity. Responsibilities may include developing technical software system designs, performing technical risk analysis, evaluating emerging software development technologies, providing specialized Information Technology software development expertise to solve complex issues, working independently with the customer to architect solutions to meet customer requirements, providing guidance and direction to more junior staff, and developing or implementing standard Information Technology Infrastructure Library (ITIL) practices or methodologies.Technical project or program leadership responsibilities may include providing project management planning and team leadership, staff performance management, developing cost estimates, acting as primary client point of contact for IT or system issues, assessing and mitigating schedule risks, writing proposals, and managing deliverables.	Performs complex tasking independently with occasional input from more senior staff. May lead programs of moderate size or complexity. May lead multiple teams concurrently and provide project level execution guidance as well as input to program level strategy.	10	8	6
Software Analyst IV	$ 179.00	Performs most complex Information Technology software development tasks, including setting development and integration methodology and process direction, proposing software solutions to meet the customer's most complex requirements, overseeing development activities across programs and the system development lifecycle. Identifies emerging software development technologies which can be applied to meet customer requirements. Architects software solutions to meet customer requirements. Provides software development expertise and specific IT process and discipline knowledge to creatively solve issues. Leads large or complex systems development, software development, and integration efforts. Acts as a senior technical advisor. Has some specialized technical knowledge.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	13	11	9

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Labor Category	Commercial Rate	Staff Responsibilities	Management Responsibilities	Years of Experience		
				BA/BS	MA/MS	PHD
Subject Matter Expert 1	$ 193.00	Performs most complex Information Technology tasks, including setting systems development and integration methodology and process direction, proposing solutions to meet the customer's most complex requirements, overseeing IT disciplines across programs and the system development lifecycle. Identifies emergent technologies which can be applied to meet customer requirements. Architects solutions to meet customer requirements. Provides subject matter expertise and specific IT process and discipline knowledge to creatively solve issues. Leads large or complex systems development, software development, and integration efforts. Acts as a senior technical advisor. Has some specialized technical experience.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	15	13	11
Subject Matter Expert 2	$ 205.00	Performs highly complex Information Technology tasks. Often seen as a visionary or thought leader in a specific IT discipline or field. Manages large or complex systems development, software development, or system integration efforts. Drives overall technical direction and applies IT best practices, standards ,and methodologies to creatively solve the most complex issues. Architects solutions to meet customer requirements. Identifies and mitigates technical risks to solutions sets. Serves at most senior technical manager or subject matter expert. Has specialized technical skills.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	15	13	11
Subject Matter Expert 3	$ 258.00	Performs highly complex Information Technology tasks. Often seen as a visionary or thought leader in a specific IT discipline or field. Manages large or complex systems development, software development, or system integration efforts. Drives overall technical direction and applies IT best practices, standards ,and methodologies to creatively solve the most complex issues. Architects solutions to meet customer requirements. Identifies and mitigates technical risks to solutions sets. Serves at most senior technical manager or subject matter expert. Has specialized technical expertise.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	15	13	11
Subject Matter Expert 4	$ 280.00	Performs highly complex Information Technology tasks. Often seen as a visionary or thought leader in a specific IT discipline or field. Manages large or complex systems development, software development, or system integration efforts. Drives overall technical direction and applies IT best practices, standards ,and methodologies to creatively solve the most complex issues. Architects solutions to meet customer requirements. Identifies and mitigates technical risks to solutions sets. Serves at most senior technical manager or subject matter expert. Has specialized technical expertise.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	17	15	13
Systems Analyst I	$ 60.00	Performs basic technical tasks in support of more senior IT staff. Responsibilities may include: developing system requirements based on IT, system, software, and operational requirements, developing technical documentation, performing technical testing and evaluation, troubleshooting, configuration, account management, asset management support, and providing input to project management planning (e.g. status reporting, level of effort, etc.).	Junior Level Professional; Performs some basic tasks independently but tasking is still performed under direct supervision, provides assistance to entry level staff.	0	0	0
Systems Analyst II	$ 86.50	Performs technical tasks in support of more senior IT staff and assists entry level and junior staff with basic tasks. Responsibilities may include: developing system requirements based on IT, system, software, security, and operational requirements, developing system design specifications, developing technical documentation, performing technical testing and evaluation, troubleshooting, configuration, account management, IT service delivery, asset management support, and providing input to project management planning (e.g. status reporting, level of effort, etc.).	Performs basic assignments independently, but needs more direction with moderate to complex tasking. Assists more junior staff with tasking.	1	0	0
Systems Analyst III	$ 116.00	Performs more complex technical tasks or leads small teams of IT personnel. Responsibilities may include: developing system requirements based on IT, system, network, software, security, and operational requirements, evaluating emerging technologies, performing system function allocation and functional dependency analysis, performing data analysis, data administration, or data management, providing input to program management plans, working independently with the customer to architect solutions to meet customer requirements, act as Information Technology Infrastructure Library (ITIL) process/methodology quality assurance across IT support teams and work products.	Performs complex tasks independently but needs guidance on highly complex assignments. May provide task specific leadership and guidance to more junior staff. May lead small teams or more complex tasks.	5	3	1

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Labor Category	Commercial Rate	Staff Responsibilities	Management Responsibilities	Years of Experience		
				BA/BS	MA/MS	PHD
Systems Analyst IV	$ 140.00	Performs complex technical tasks or leads IT system development, software development, or integration efforts of moderate size or complexity. Responsibilities may include analyzing operational, IT, information security, and performance requirements to develop system/network requirements and functions, developing technical designs, performing technical risk analysis, evaluating emerging technologies, performing advanced data analysis, data administration, or data management strategy, providing specialized Information Technology discipline or expertise to solve complex issues, working independently with the customer to architect solutions to meet customer requirements, providing guidance and direction to more junior staff, and developing or implementing standard Information Technology Infrastructure Library (ITIL) practices or methodologies. Technical project or program leadership responsibilities may include providing project management planning and team leadership, staff performance management, developing cost estimates, acting as primary client point of contact for IT or system issues, assessing and mitigating schedule risks, writing proposals, and managing deliverables.	Performs complex tasking independently with occasional input from more senior staff. May lead programs of moderate size or complexity. May lead multiple teams concurrently and provide project level execution guidance as well as input to program level strategy.	9	7	5

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Labor Category	Commercial Rate	Staff Responsibilities	Management Responsibilities	Years of Experience		
				BA/BS	MA/MS	PHD
Analyst 1	$62.00	Performs basic analytical work in support of more senior staff. Responsibilities may include: analyzing operational requirements, defining business requirements based on customer needs, developing business use cases, supporting development and maintenance of business documentation, performing subject matter research, providing input to project management planning (e.g. status reporting, level of effort, etc.).	Entry Level Professional; Performs basic tasks under direct supervision.	0	0	0
Analyst 2	$81.00	Performs basic analytical work in support of more senior staff. Responsibilities may include: analyzing operational requirements, defining business requirements based on customer needs, developing business use cases, supporting development and maintenance of business documentation, performing subject matter research, providing input to project management planning (e.g. status reporting, level of effort, etc.).	Junior Level Professional; Performs some basic tasks independently but tasking is still performed under direct supervision, provides assistance to entry level staff.	0	0	0
Analyst 3	$100.00	Performs analytic work. Responsibilities may include: analyzing operational requirements, defining business requirements and functions based on customer needs, performing business requirement dependency analysis, performing less complex function and requirements allocation, developing business use cases, developing and maintaining business documentation, performing subject matter research, providing input to project management planning (e.g. status reporting, level of effort, etc.), acting as quality assurance check for more junior analysts to ensure consistently across work products.	Performs basic assignments independently, but needs more direction with moderate to complex tasking. Assists more junior staff with tasking.	2	0	0
Analyst 4	$112.00	Performs moderately complex analytic work. Responsibilities include: analyzing operational requirements, defining business requirements and functions based on customer needs, performing business requirement dependency analysis, performing less complex function and requirements allocation, developing business use cases, developing and maintaining business documentation, performing subject matter research, providing input to project management planning (e.g. status reporting, level of effort, etc.), working with customer independently to develop business requirements and gain customer agreement, acting as quality assurance check for more junior analysts to ensure consistency across work products.	Performs moderate tasking independently but needs guidance on complex assignments. May provide guidance to more junior staff to complete assignments of moderate complexity.	3	1	0
Analyst 5	$124.00	Performs moderately complex analytic work or leads smaller teams of analysts. Responsibilities may include: analyzing operational requirements, defining business requirements and functions based on customer needs, performing business requirement dependency analysis, performing less complex function and requirements allocation, developing business use cases, developing and maintaining business documentation, performing subject matter research, providing input to project management planning (e.g. status reporting, level of effort, etc.), working with customer independently to develop business requirements and gain customer agreement, acting as quality assurance check for more junior analysts to ensure consistency across work products, implementing standard processes and methodologies across the team.	Performs moderately complex tasks independently but needs guidance on highly complex assignments. May provide task specific leadership and guidance to more junior staff. May lead smaller teams or less complex tasks.	4	2	0
Analyst 6	$137.00	Performs more complex analytic work or leads small teams of analysts. Responsibilities may include: analyzing operational requirements, defining business requirements and functions based on customer needs, performing business requirement dependency analysis, performing less complex function and requirements allocation, developing business use cases, developing and maintaining business documentation, performing subject matter research, providing input to project management planning (e.g. status reporting, level of effort, etc.), working with customer independently to develop business requirements and gain customer agreement, acting as quality assurance check for more junior analysts to ensure consistency across work products, implementing standard processes and methodologies across the team.	Performs complex tasks independently but needs guidance on highly complex assignments. May provide task specific leadership and guidance to more junior staff. May lead small teams or more complex tasks.	6	4	2
Analyst 7	$142.50	Performs complex analytic work or leads smaller project or programs. Analytic responsibilities may include analyzing operational requirements, defining business requirements and functions, performing business requirement dependency analysis, performing complex function and requirements allocation, developing business use cases, developing business documentation, providing specialized subject matter expertise on business, client operations, methodologies, etc. Project or program leadership responsibilities may include providing project management planning and team leadership, staff performance management, developing cost estimates, acting as primary client point of contact for programmatic issues, schedule risk assessment and mitigation, proposal writing, and deliverable management.	Performs complex tasking independently with input from more senior staff. May lead smaller or less complex programs. May lead a team to solve complex issues and provide project level execution direction and input into program level strategy.	8	6	4

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Labor Category	Commercial Rate	Staff Responsibilities	Management Responsibilities	Years of Experience		
				BA/BS	MA/MS	PHD
Analyst 8	$150.00	Performs complex analytic work or leads programs of moderate size or complexity. Analytic responsibilities may include analyzing complex operational requirements, defining business requirements and functions, performing business requirement dependency analysis, performing complex function and requirements allocation, developing business use cases, providing specialized subject matter expertise on business, client operations, methodologies, etc., providing expert analytic guidance and direction to more junior staff. Project or program leadership responsibilities may include providing project management planning and team leadership, staff performance management, developing cost estimates, acting as primary client point of contact for programmatic issues, assessing and mitigating schedule risks, writing proposals, and managing deliverables.	Performs complex tasking independently with occasional input from more senior staff. May lead programs of moderate size or complexity. May lead multiple teams concurrently and provide project level execution guidance as well as input to program level strategy.	10	8	6
Analyst 9	$167.00	Performs complex analytic work or leads larger or more complex programs. Analytic responsibilities may include analyzing complex operational requirements, defining business requirements and functions, performing business requirement dependency analysis, performing complex function and requirements allocation, developing business use cases, providing specialized subject matter expertise on business, client operations, methodologies, etc., providing expert analytic guidance and direction to more junior staff. Program management responsibilities may include providing project management planning and team leadership, staff performance management, developing cost estimates, acting as primary client point of contact for programmatic issues, assessing and mitigating program risks, leading proposal efforts, and defining program direction and strategy.	Performs complex tasks independently with minimal guidance from senior or executive staff. May lead larger programs or programs of a more complex nature. May manage multiple projects with a program. May provide input to program strategy and guidance on project level issue resolution. May be viewed as a thought-leader.	12	10	8
Analyst 10	$186.00	Performs complex analytic work or leads larger or more complex programs. Analytic responsibilities may include analyzing complex operational requirements, defining business requirements and functions, performing business requirement dependency analysis, performing complex function and requirements allocation, developing business use cases, providing specialized subject matter expertise on business, client operations, methodologies, etc., providing expert analytic guidance and direction to more junior staff. Program management responsibilities may include providing project management planning and team leadership, staff performance management, developing cost estimates, acting as primary client point of contact for programmatic issues, assessing and mitigating program risks, leading proposal efforts, and defining program direction and strategy.	Performs complex tasks independently. May provide high-level strategic direction and guidance to more junior staff. May lead large or complex programs. May be viewed as a thought-leader.	15	13	11
Analyst 11	$205.00	Performs most complex analytic tasks, including setting analytic methodology and process direction, proposing solutions to meet customer's most complex business process requirements, overseeing complete business and analytic lifecycle to include definition, design, development, validation, and implementation of business analytic requirements. Provide subject matter expertise and specific process or industry knowledge to solve customer's most complex needs. Provide business and operational thought leadership. Lead large or complex programs, performing strategic and executive program management functions. Has some specialized domain knowledge.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	15	13	11
Analyst 12	$223.50	Performs most complex analytic tasks, including setting analytic methodology and process direction, proposing solutions to meet customer's most complex business process requirements, overseeing complete business and analytic lifecycle to include definition, design, development, validation, and implementation of business analytic requirements. Provide subject matter expertise and specific process or industry knowledge to solve customer's most complex needs. Provide business and operational thought leadership. Lead large or complex programs, performing strategic and executive program management functions. Has some specialized domain knowledge.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	15	13	11
Analyst 13	$248.50	Performs most complex analytic tasks, including setting analytic methodology and process direction, proposing solutions to meet customer's most complex business process requirements, overseeing complete business and analytic lifecycle to include definition, design, development, validation, and implementation of business analytic requirements. Provide subject matter expertise and specific process or industry knowledge to solve customer's most complex needs. Provide business and operational thought leadership. Lead large or complex programs, performing strategic and executive program management functions. Has some specialized domain knowledge.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	15	13	11

Labor Category	Commercial Rate	Staff Responsibilities	Management Responsibilities	Years of Experience		
				BA/BS	MA/MS	PHD
Analyst 14	$310.50	Performs highly complex analytic tasks, manages very large/complex programs. Guides programs through complete business and analytic lifecycle. Applies specific subject matter expertise and knowledge to program strategy and complex problem solving. Guides overall direction of programs through thought-leadership, creativity and application of industry best practices and methodologies. Identifies and mitigates highly risky and volatile situations. Acts as executive client engagement manager. Has specialized domain skills.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	15	13	11
Analyst 15	$372.50	Performs highly complex analytic tasks, manages very large/complex programs. Guides programs through complete business analytic lifecycle. Applies specific subject matter expertise and knowledge to program strategy and complex problem solving. Guides overall direction of programs through thought-leadership, creativity and application of industry best practices and methodologies. Identifies and mitigates highly risky and volatile situations. Acts as executive client engagement manager. Has specialized domain expertise.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	15	13	11

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Labor Category	Commercial Rate	Staff Responsibilities	Management Responsibilities	Years of Experience		
				BA/BS	MA/MS	PHD
Operations Support Specialist 1	$62.00	Performs basic analytical work in support of more senior staff. Responsibilities may include: analyzing particular target area or source material, monitoring message or other signals traffic, standing watch on operations floor, open source search and retrieval, provide input to analytic reporting.	Entry Level Professional; Performs basic tasks under direct supervision.	0	0	0
Operations Support Specialist 2	$81.00	Performs basic analytical work in support of more senior staff. Responsibilities may include: analyzing particular target area or source material, monitoring message or other signals traffic, standing watch on operations floor, open source search and retrieval, performing subject matter research, provide input to analytic reporting, providing input to project management planning (e.g. status reporting, level of effort, etc.).	Junior Level Professional; Performs some basic tasks independently but tasking is still performed under direct supervision, provides assistance to entry level staff.	0	0	0
Operations Support Specialist 3	$100.00	Performs analytic work. Responsibilities may include: analyzing particular domain, target area or source material, monitoring message or other signals traffic, leading watch team on operations floor, all source search and retrieval, performing subject matter research, provide input to analytic reporting, providing input to project management planning (e.g. status reporting, level of effort, etc.), proposing process solutions to customer based on requirements, acting as quality assurance check for more junior analysts to ensure consistently across work products.	Performs basic assignments independently, but needs more direction with moderate to complex tasking. Assists more junior staff with tasking.	2	0	0
Operations Support Specialist 4	$112.00	Performs moderately complex analytic work. Responsibilities include: analyzing particular domain, target area or source material, monitoring message or other signals traffic, leading watch team on operations floor, all source search and retrieval, performing subject matter research, provide input to analytic reporting, providing input to project management planning (e.g. status reporting, level of effort, etc.), proposing process and technology solutions to customer based on requirements, working with customer independently to develop work requirements and gain customer agreement, acting as quality assurance check for more junior analysts to ensure consistency across work products.	Performs moderate tasking independently but needs guidance on complex assignments. May provide guidance to more junior staff to complete assignments of moderate complexity.	2	0	0
Operations Support Specialist 5	$124.00	Performs moderately complex analytic work or leads smaller teams of analysts. Responsibilities include: analyzing particular domain, target area or source material, monitoring message or other signals traffic, leading watch on operations floor, all source search and retrieval, performing subject matter research, providing analytic reports, providing input to project management planning (e.g. status reporting, level of effort, etc.), proposing process and technology solutions to customer based on requirements, working with customer independently to develop work requirements and gain customer agreement, acting as quality assurance check for more junior analysts to ensure consistency across work product, implementing standard analytic processes and methodologies across the team.	Performs moderately complex tasks independently but needs guidance on highly complex assignments. May provide task specific leadership and guidance to more junior staff. May lead smaller teams or less complex tasks.	2	0	0
Operations Support Specialist 6	$137.00	Performs more complex analytic work or leads small teams of analysts. Responsibilities include: analyzing particular domain, target area or source material, monitoring message or other signals traffic, leading watch on operations floor, all source search and retrieval, performing subject matter research and analysis, provide analytic reporting, providing input to project management planning (e.g. status reporting, level of effort, etc.), proposing process and technology solutions to customer based on requirements, working with customer independently to develop work requirements and gain customer agreement, acting as quality assurance check for more junior analysts to ensure consistency across work product, implementing standard analytic processes and methodologies across the team, consolidates and compiles results of team analysis.	Performs complex tasks independently but needs guidance on highly complex assignments. May provide task specific leadership and guidance to more junior staff. May lead small teams or more complex tasks.	4	2	0
Operations Support Specialist 7	$142.50	Performs complex analytic work or leads smaller projects. Responsibilities include: analyzing particular domain, target area or source material, monitoring message or other signals traffic, leading watch on operations floor, all source search and retrieval, performing subject matter research and analysis, provide analytic reporting, providing input to project management planning (e.g. status reporting, level of effort, etc.), proposing process and technology solutions to customer based on requirements, working with customer independently to develop work requirements and gain customer agreement, acting as quality assurance check for more junior analysts to ensure consistency across work product, implementing standard analytic processes and methodologies across the team, consolidates and compiles results of team analysis for analytic reporting. Project leadership responsibilities may include providing assistance with project management planning and team leadership, staff performance management, assist in developing cost estimates, acting as a client point of contact for programmatic issues, schedule risk assessment and mitigation, proposal writing, and deliverable management.	Performs complex tasking independently with input from more senior staff. May lead smaller or less complex programs. May lead a team to solve complex issues and provide project level execution direction and input into program level strategy.	4	2	0

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Labor Category	Commercial Rate	Staff Responsibilities	Management Responsibilities	Years of Experience		
				BA/BS	MA/MS	PHD
Operations Support Specialist 8	$150.00	Performs complex analytic work or leads projects of small size or complexity. Responsibilities include: analyzing particular domain, target area or source material, monitoring message or other signals traffic, leading watch on operations floor, all source search and retrieval, performing subject matter research, provide analytic reporting, providing input to project management planning (e.g. status reporting, level of effort, etc.), proposing process and technology solutions to customer based on requirements, working with customer independently to develop work requirements and gain customer agreement, acting as quality assurance check for more junior analysts to ensure consistency across work product, implementing standard analytic processes and methodologies across the team, consolidates and compiles results of team analysis for analytic reporting. Project or program leadership responsibilities may include small project management planning and team leadership, staff performance management, developing cost estimates, acting as primary client point of contact for programmatic issues, schedule risk assessment and mitigation, proposal writing, and deliverables management.	Performs complex tasking independently with occasional input from more senior staff. May lead programs of moderate size or complexity. May lead multiple teams concurrently and provide project level execution guidance as well as input to program level strategy.	4	2	0
Operations Support Specialist 9	$167.00	Performs complex analytic work or leads moderate size or moderately complex programs. Responsibilities include: analyzing particular domain, target area or source material, monitoring message or other signals traffic, leading watch on operations floor, all source search and retrieval, performing subject matter research, provide analytic reporting, providing input to project management planning (e.g. status reporting, level of effort, etc.), proposing process and technology solutions to customer based on requirements, working with customer independently to develop work requirements and gain customer agreement, acting as quality assurance check for more junior analysts to ensure consistency across work product, implementing standard analytic processes and methodologies across the team, consolidates and compiles results of team analysis for analytic reporting. Project leadership responsibilities may include moderate project management planning and team leadership, staff performance management, developing cost estimates, acting as primary client point of contact for programmatic issues, assessing project risk developing mitigation plans, proposal writing, and deliverables management.	Performs complex tasks independently with minimal guidance from senior or executive staff. May lead larger programs or programs of a more complex nature. May manage multiple projects with a program. May provide input to program strategy and guidance on project level issue resolution. May be viewed as a thought-leader.	4	2	0
Operations Support Specialist 10	$186.00	Performs complex analytic work or leads larger or more complex projects. Responsibilities include: analyzing particular domain, target area or source material, monitoring message or other signals traffic, leading watch on operations floor, all source search and retrieval, performing subject matter research, provide analytic reporting, providing input to project management planning (e.g. status reporting, level of effort, etc.), proposing process and technology solutions to customer based on requirements, working with customer independently to develop work requirements and gain customer agreement, acting as quality assurance check for more junior analysts to ensure consistency across work product, implementing standard analytic processes and methodologies across the team, consolidates and compiles results of team analysis for analytic reporting, providing expert analytic guidance and direction to more junior staff and customer. Project leadership responsibilities may include providing larger project management planning and team leadership, staff performance management, developing cost estimates, acting as primary client point of contact for programmatic issues, assessing and mitigating program risks, leading proposal efforts, and defining program direction and strategy.	Performs complex tasks independently. May provide high-level strategic direction and guidance to more junior staff. May lead large or complex programs. May be viewed as a thought-leader.	6	4	2
Operations Support Specialist 11	$205.00	Performs complex analytic work or leads mulitple larger or more complex projects. Responsibilities include: analyzing particular domain, target area or source material, monitoring message or other signals traffic, leading watch on operations floor, all source search and retrieval, performing subject matter research, provide analytic reporting, providing input to project management planning (e.g. status reporting, level of effort, etc.), proposing process and technology solutions to customer based on requirements, working with customer independently to develop work requirements and gain customer agreement, acting as quality assurance check for more junior analysts to ensure consistency across work product, implementing standard analytic processes and methodologies across the team, consolidates and compiles results of team analysis for analytic reporting, providing expert analytic guidance and direction to more junior staff and customer. Project leadership responsibilities may include providing larger project management planning and team leadership, staff performance management, developing cost estimates, acting as primary client point of contact for programmatic issues, assessing and mitigating program risks, leading proposal efforts, and defining program direction and strategy.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	8	6	4

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Labor Category	Commercial Rate	Staff Responsibilities	Management Responsibilities	Years of Experience		
				BA/BS	MA/MS	PHD
Operations Support Specialist 12	$223.50	Performs complex analytic work or leads smaller programs of multiple projects. Responsibilities include: analyzing particular domain, target area or source material, monitoring message or other signals traffic, leading watch on operations floor, all source search and retrieval, performing subject matter research, provide analytic reporting, providing input to project management planning (e.g. status reporting, level of effort, etc.), proposing process and technology solutions to customer based on requirements, working with customer independently to develop work requirements and gain customer agreement, acting as quality assurance check for more junior analysts to ensure consistency across work product, implementing standard analytic processes and methodologies across the team, consolidates and compiles results of team analysis for analytic reporting, providing expert analytic guidance and direction to more junior staff and customer. Program leadership responsibilities may include providing program management planning and team leadership, staff performance management, developing cost estimates, acting as primary client point of contact for programmatic issues, assessing and mitigating program risks, leading proposal efforts, and defining program direction and strategy.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	8	6	4
Operations Support Specialist 13	$248.50	Performs complex analytic work or leads moderately sized programs of multiple projects or projects of high complexity. Responsibilities include: analyzing particular domain, target area or source material, monitoring message or other signals traffic, leading watch on operations floor, all source search and retrieval, performing subject matter research, provide analytic reporting, providing input to project management planning (e.g. status reporting, level of effort, etc.), proposing process and technology solutions to customer based on requirements, working with customer independently to develop work requirements and gain customer agreement, acting as quality assurance check for more junior analysts to ensure consistency across work product, implementing standard analytic processes and methodologies across the team, consolidates and compiles results of team analysis for analytic reporting, providing expert analytic guidance and direction to more junior staff and customer. Program leadership responsibilities may include providing program management planning and team leadership, staff performance management, developing cost estimates, acting as primary client point of contact for programmatic issues, assessing and mitigating program risks, leading proposal efforts, and defining program direction and strategy.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	10	8	6
Operations Support Specialist 14	$310.50	Performs complex analytic work or leads larger programs or projects of high complexity. Responsibilities include: analyzing particular domain, target area or source material, monitoring message or other signals traffic, leading watch on operations floor, all source search and retrieval, performing subject matter research, provide analytic reporting, providing input to project management planning (e.g. status reporting, level of effort, etc.), proposing process and technology solutions to customer based on requirements, working with customer independently to develop work requirements and gain customer agreement, acting as quality assurance check for more junior analysts to ensure consistency across work product, implementing standard analytic processes and methodologies across the team, consolidates and compiles results of team analysis for analytic reporting, providing expert analytic guidance and direction to more junior staff and customer. Program leadership responsibilities may include providing program management planning and team leadership, staff performance management, developing cost estimates, acting as primary client point of contact for programmatic issues, assessing and mitigating program risks, leading proposal efforts, and defining program direction and strategy.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	12	10	8

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Labor Category	Commercial Rate	Staff Responsibilities	Management Responsibilities	Years of Experience		
				BA/BS	MA/MS	PHD
Operations Support Specialist 15	$372.50	Performs complex analytic work or leads very large programs or multiple projects of high complexity. Responsibilities include: analyzing particular domain, target area or source material, monitoring message or other signals traffic, leading watch on operations floor, all source search and retrieval, performing subject matter research, provide analytic reporting, providing input to project management planning (e.g. status reporting, level of effort, etc.), proposing process and technology solutions to customer based on requirements, working with customer independently to develop work requirements and gain customer agreement, acting as quality assurance check for more junior analysts to ensure consistency across work product, implementing standard analytic processes and methodologies across the team, consolidates and compiles results of team analysis for analytic reporting, providing expert analytic guidance and direction to more junior staff and customer. Program leadership responsibilities may include providing program management planning and team leadership, staff performance management, developing cost estimates, acting as primary client point of contact for programmatic issues, assessing and mitigating program risks, leading proposal efforts, and defining program direction and strategy.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	12	10	8
Operations Support Specialist 16	$428	Performs most complex analytic tasks, including setting analytic methodology and process direction, proposing solutions to meet customer's most complex requirements, overseeing complete customer business area. Provide subject matter expertise and specific domain, process, or industry knowledge to solve customer's most complex needs. Provide business, and operational thought leadership. Lead large or complex programs, performing strategic and executive program management functions. Has some specialized domain knowledge.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	15	13	11
Operations Support Specialist 17	$493	Performs most complex analytic tasks, including setting analytic methodology and process direction, proposing solutions to meet customer's most complex requirements, overseeing complete system development lifecycle to include definition, design, development, validation, and implementation of requirements. Provide subject matter expertise and specific IT, process, or industry knowledge to solve customer's most complex needs. Provide IT, business, and operational thought leadership. Lead large or complex programs, performing strategic and executive program management functions. Has some specialized domain experience.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	15	13	11
Operations Support Specialist 18	$567	Performs most complex analytic tasks, including setting analytic methodology and process direction, proposing solutions to meet customer's most complex requirements, overseeing complete system development lifecycle to include definition, design, development, validation, and implementation of requirements. Provide subject matter expertise and specific IT, process, or industry knowledge to solve customer's most complex needs. Provide IT, business, and operational thought leadership. Lead large or complex programs, performing strategic and executive program management functions. Has some unique domain experience or knowledge.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	15	13	11
Operations Support Specialist 19	$652	Performs highly complex analytic tasks, manages very large/complex programs. Guides programs through complete system development lifecycle. Applies specific subject matter expertise and knowledge to program strategy and complex problem solving. Guides overall direction of programs through thought-leadership, creativity and application of industry best practices and methodologies. Identifies and mitigates highly risky and volatile situations. Acts as executive client engagement manager. Has unique and specialized domain skills.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	15	13	11
Operations Support Specialist 20	$749	Performs highly complex analytic tasks, manages very large/complex programs. Guides programs through complete system development lifecycle. Applies specific subject matter expertise and knowledge to program strategy and complex problem solving. Guides overall direction of programs through thought-leadership, creativity and application of industry best practices and methodologies. Identifies and mitigates highly risky and volatile situations. Acts as executive client engagement manager. Has unique and specialized domain expertise.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	15	13	11

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Labor Category	Commercial Rate	Staff Responsibilities	Management Responsibilities	Years of Experience		
				BA/BS	MA/MS	PHD
Accounting Management Analyst 1	$80.00	Performs basic accounting work in support of more senior staff. Responsibilities may include: working with spreadsheets, SharePoint, and financial systems; conducting basic financial analysis and reporting; general administrative and organizational tasks as assigned.	Entry Level Professional; Performs basic tasks under direct supervision.	0	0	0
Accounting Management Analyst 2	$95.00	Performs basic accounting work in support of more senior staff. Responsibilities may include: working with spreadsheets, SharePoint, and financial systems; conducting basic financial analysis and reporting; general administrative and organizational tasks as assigned.	Entry Level Professional; Performs basic tasks under direct supervision.	1	0	0
Accounting Management Analyst 3	$112.50	Relevant work experience in accounting and finance, general administrative and organizational skills; oral and written communication skills; business analytics skills. May provide a combination of business processing change and re-engineering, performance measures and metrics, data analysis, or acquisitions experience.	Performs moderate tasking independently but needs guidance on complex assignments. May provide guidance to more junior staff to complete assignments of moderate complexity.	3	1	0
Accounting Management Analyst 4	$125.00	Relevant work experience in accounting and finance, general administrative and organizational skills; oral and written communication skills; business analytics skills. May provide a combination of business processing change and re-engineering, performance measures and metrics, data analysis, or acquisitions experience.	Performs complex tasks independently but needs guidance on highly complex assignments. May provide task specific leadership and guidance to more junior staff. May lead small teams or more complex tasks.	5	3	0
Accounting Management Analyst 5	$150.00	Relevant work experience in accounting and finance, general administrative and organizational skills; oral and written communication skills; business analytics skills. May provide a combination of business processing change and re-engineering, performance measures and metrics, data analysis, or acquisitions experience.	Performs complex tasking independently with occasional input from more senior staff. May lead programs of moderate size or complexity. May lead multiple teams concurrently and provide project level execution guidance as well as input to program level strategy.	10	8	6
Policy Management Analyst 1	$80.00	Performs basic policy development activities in support of more senior staff. Responsibilities may include: working with spreadsheets and SharePoint; conducting basic policy analysis and development tasks such as policy reviews, gap identification, compliance risk mitigation, and program analytics; and general administrative and organizational tasks as assigned.	Entry Level Professional; Performs basic tasks under direct supervision.	0	0	0
Policy Management Analyst 2	$95.00	Performs basic policy development activities in support of more senior staff. Responsibilities may include: working with spreadsheets and SharePoint; conducting basic policy analysis and development tasks such as policy reviews, gap identification, compliance risk mitigation, and program analytics; and general administrative and organizational tasks as assigned.	Entry Level Professional; Performs basic tasks under direct supervision.	1	0	0
Policy Management Analyst 3	$112.50	Performs policy development activities. Responsibilities may include: working with spreadsheets and SharePoint; conducting policy analysis and development tasks such as policy reviews, policy development, gap identification, compliance risk mitigation, and program analytics.	Performs moderate tasking independently but needs guidance on complex assignments. May provide guidance to more junior staff to complete assignments of moderate complexity.	3	1	0

Labor Category	Commercial Rate	Staff Responsibilities	Management Responsibilities	Years of Experience		
				BA/BS	MA/MS	PHD
Policy Management Analyst 4	$125.00	Performs policy development activities. Responsibilities may include: working with spreadsheets and SharePoint; conducting policy analysis and development tasks such as policy reviews, policy development, gap identification, compliance risk mitigation, and program analytics.	Performs complex tasks independently but needs guidance on highly complex assignments. May provide task specific leadership and guidance to more junior staff. May lead small teams or more complex tasks.	5	3	0
Policy Management Analyst 5	$150.00	Performs policy development activities. Responsibilities may include: working with spreadsheets and SharePoint; conducting policy analysis and development tasks such as policy reviews, policy development, gap identification, compliance risk mitigation, and program analytics.	Performs complex tasking independently with occasional input from more senior staff. May lead programs of moderate size or complexity. May lead multiple teams concurrently and provide project level execution guidance as well as input to program level strategy.	10	8	6