



Standard Labor Categories for KPS Government Contracting

A list of Labor Categories to be used on all contracts has been developed for standardization that will greatly reduce the time and manpower used to develop proposal pricing and manpower needs.

KPS Government Contracting will use the Labor Categories (LC) identified in this document. LCs selected must be those which most closely describe contracted efforts. The requirements identified are “minimum requirements” for both education and experience, and could be augmented with “specific requirements” in accordance with requirements identified in any Statements of Work (SOW), Performance Work Schedules (PWS), or Delivery/Task Orders (DO/TO) under review for pursuit.

In the event that no LC included in this document describes a necessary effort, documentation identifying the new LC, Education, and Experience requirements shall be developed for approval. The new LC will then be added to the Standard LC List prior to such LC being required for tasking. **NOTE: Every effort will be made to utilize the Standard LCs already identified in this document.**

For answers to any question regarding Labor Categories please call 843-576-2004, extension 1.

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IMPORTANT NOTES

1. To ensure that postsecondary education possessed by individuals meet an acceptable level of quality, educational degrees shall come from accredited institutions or programs. See www.ed.gov for more accreditation information. At a minimum, to receive credit for a Master's and Doctorate, all degrees shall come from an institution that has been regionally accredited by one of the six associations: MSA, NASC, NCA, NEASC, SACS, and WASC.
2. Bachelor's of Science (BS) or Associate's (AS) degrees in Applied Science, Computing, Engineering, and Technology shall be from an Accreditation Board for Engineering and Technology (ABET) accredited program (see www.abet.org).
3. When not specified, higher education above a labor category's minimum can be credited as years of experience as long as the higher degree is within the same required field of study as the minimum degree required. The following Educational credit applies: a MS degree equals four (4) years of experience and a PhD degree equals five (5) years of experience.
4. Technology degrees do not qualify as Engineering or Physical Science Degrees.
5. Engineering Positions require Engineering degrees or written (vs. grandfathered) State PE License.
6. SCA titles and reference numbers are in accordance with Contract Act Directory of Occupations (Fifth Edition), published in www.dol.gov.
7. **FOR LOGISTICS LABOR CATEGORIES ONLY** - DAWIA Certification for Contractors is preferred but Candidates that do not have government DAWIA certification courses may demonstrate an equivalency in terms of academic degrees, courses completed, and experience as that of their counterparts in the DAWIA workforce. Equivalency for the following classes must be provided as follows:
Level 1 - (1) Fundamentals of Systems Acquisition Management, (2) Acquisition Logistics Fundamentals, (3) Fundamentals of Systems Sustainment Management, (4) Reliability, Availability and Maintainability (RAM), (5) Designing for Supportability in DoD Systems, (6) Performance Based Life Cycle Product Support (PBL), (7) Fundamentals of Systems Planning, Research, Development, and Engineering;
Level 2 - (1) Level 1 classes, (2) Intermediate Systems Acquisition, (3) Intermediate Acquisition Logistics, (4) Intermediate Systems Sustainment Management, (5) Performance Based Logistics, (6) Life Cycle Management & Sustainment Metrics, (7) Supportability Analysis;
Level 3 - (1) Level 1 and 2 Classes, (2) Life Cycle Product Support, (3) Enterprise Life Cycle Logistics Management, (4) Developing a Life Cycle Sustainment Plan (LCSP), (5) Product Support Business Case Analysis (BCA), (6) Independent Logistics Assessment,

AND ONE OF THE FOLLOWING: (a) Mission-Focused Services Acquisition, (b) Operating and Support Cost Analysis, (c) Configuration Management, (d) Core Concepts for Requirements Management. Additional explanation of courses or requirements can be found at the Defense Acquisition University web site (<http://icatalog.dau.mil/onlinecatalog/CareerLvl.aspx>).

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8. **FOR IA/IW LABOR CATEGORIES ONLY PERFORMING WORK FOR DOD -**

Personnel supporting Information Assurance (IA) functions shall be certified prior to being engaged in IA related work and be in full compliance with DoD 8570.1-M and DoDD 8570.1 This includes personnel being certified/accredited at the appropriate levels of IAT I-III and IAM I-III as appropriate. This will be verified by Human Resources.

Personnel not certified within 6 months of assignment of IA duties or who fail to maintain their certified status will not be permitted to carry out the responsibilities of the position, and shall be replaced with personnel who do meet the minimum certification requirements as mandated above.

DEFINITIONS

1. Relevant Technical Field, e.g. Electrical Engineering, Computer Science.
2. Additional Acceptable Degree Fields, e.g. Management Information Systems.
3. Specific Projects, as defined by the contract.
4. Acceptable Education Substitution, e.g. Professional Certification.

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PROFESSIONAL LABOR CATEGORIES		
Engineering/Scientist		
Junior Engineer/Scientist Engineer/Scientist 1 Engineer/Scientist 2 Engineer/Scientist 3 Engineer/Scientist 4 Engineer/Scientist 5 (K)		
Logistics		
Junior Logistician Logistician 1 Logistician 2 Logistician 3 Logistician 4 Logistician 5 (K)		
Program Management Support		
Program Manager (K)		Project Manager
Junior Management Analyst Management Analyst 1 Management Analyst 2 Management Analyst 3(K)	Management Consultant Management Consultant (Senior)	Technical Analyst 1 Technical Analyst 2 Technical Analyst 3 Technical Analyst 4 (K)
Specialists		
Intelligence Specialist		Operations Specialist Operations Specialist (Senior)
Safety Specialist 1 Safety Specialist 2 Safety Specialist 3 Safety Specialist 4	Security Specialist 1 Security Specialist 2 Security Specialist 3 Security Specialist 4	Training Specialist 1 Training Specialist 2 Training Specialist 3 Training Specialist 4
Technical Support		
Technical Writer/Editor 1 Technical Writer/Editor 2 Technical Writer/Editor 3 Technical Writer/Editor 4		

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NON-DEGREE / NON SERVICE CONTRACT ACT (SCA) LABOR CATEGORIES
Aeronautical Information Specialist
Airfield Operations Specialist
Flight Operation Coordinator
Flight Procedure Specialist 1 Flight Procedure Specialist 2 Flight Procedure Specialist 3
Management and Program Technician 1 Management and Program Technician 2 Management and Program Technician 3 (K)
Subject Matter Expert (SME) 1 Subject Matter Expert (SME) 2 Subject Matter Expert (SME) 3 Subject Matter Expert (SME) 4 Subject Matter Expert (SME) 5 (K)
Weather Forecaster

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SERVICE CONTRACT ACT (SCA) LABOR CATEGORIES (5th Edition)
01000 SCAs - Administrative Support and Clerical Occupations
Accounting Clerk I (SCA 01011) Accounting Clerk II (SCA 01012) Accounting Clerk III (SCA 01013)
Administrative Assistant (SCA 01020)
Data Entry Operator I (SCA 01051) Data Entry Operator II (SCA 01052)
Dispatcher (SCA 01060)
General Clerk I (SCA 01111) General Clerk II (SCA 01112) General Clerk III (SCA 01113)
Personnel Assistant I (SCA 01261) Personnel Assistant II (SCA 01262) Personnel Assistant III (SCA 01263)
Production Control Clerk (SCA 01270)
Receptionist (SCA 01280)
Secretary I (SCA 01311) Secretary II (SCA 01312) Secretary III (SCA 01313)
Supply Technician (SCA 01410)
Word Processor I (SCA 01611) Word Processor II (SCA 01612) Word Processor III (SCA 01613)
05000 SCAs – Automotive Service Occupations
Radiator Repair Specialist (SCA 05340)
13000 SCAs - Information and Arts Occupations
Illustrator I (SCA 13041) Illustrator II (SCA 13042) Illustrator III (SCA 13043)
Video Teleconference Technician (SCA 13110)
14000 SCAs - Information Technology Occupations
Computer Operator I (SCA 14041) Computer Operator II (SCA 14042) Computer Operator III (SCA 14043) Computer Operator IV (SCA 14044) Computer Operator V (SCA 14045)

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Computer Programmer I (SCA 14071)
Computer Programmer II (SCA 14072)
Computer Programmer III (SCA 14073)
Computer Programmer IV (SCA 14074)
Computer System Analyst I (SCA 14101)
Computer System Analyst II (SCA 14102)
Computer System Analyst III (SCA 14103)
Personal Computer Support Technician (SCA 14160)
15000 SCAs - Instructional Occupations
Computer Based Training Specialist (SCA 15050)
Graphics Artist (SCA 15080)
Technical Instructor (SCA 15090)
Technical Instructor/Course Developer (SCA 15095)
19000 SCAs - Machine Tool Operations and Repair Occupations
Machine – Tool Operator (SCA 19010)
21000 SCAs - Materials Handling and Packaging Occupations
Material Coordinator (SCA 21030)
Material Expediter (SCA 21040)
Material Handling Laborer (SCA 21050)
Shipping and Receiving Clerk (SCA 21130)
Stock Clerk (SCA 21150)
Warehouse Specialist (SCA 21410)
23000 SCAs - Mechanics and Maintenance and Repair Occupations
Electrician, Maintenance (SCA 23160)
Electronics Technician I (SCA 23181)
Electronics Technician II (SCA 23182)
Electronics Technician III (SCA 23183)
General Maintenance Worker (SCA 23370)
Heating, Ventilation, and Air Conditioning Mechanic (SCA 23410)
Heavy Equipment Operator (SCA 23440)
Laborer (SCA 23470)
Machinery Maintenance Mechanic (SCA 23530)
Machinist, Maintenance (SCA 23550)
Maintenance Trades Helper (SCA 23580)
Painter, Maintenance (SCA 23760)
Pipefitter, Maintenance (SCA 23790)
Rigger (SCA 23850)
Sheet-Metal Worker, Maintenance (SCA 23890)
Welder (SCA 23960)

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27000 SCAs - Protective Service Occupations
Alarm Monitor (SCA 27004)
30000 SCAs - Technical Occupations
Air Traffic Control Specialist, Center (SCA 30010)
Air Traffic Control Specialist, Station (SCA 30011)
Air Traffic Control Specialist, Terminal (SCA 30012)
Civil Engineering Technician (SCA 30040)
Drafter/CAD Operator I (SCA 30061)
Drafter/CAD Operator II (SCA 30062)
Drafter/CAD Operator III (SCA 30063)
Drafter/CAD Operator IV (SCA 30064)
Engineering Technician I (SCA 30081)
Engineering Technician II (SCA 30082)
Engineering Technician III (SCA 30083)
Engineering Technician IV (SCA 30084)
Engineering Technician V (SCA 30085)
Engineering Technician VI (SCA 30086)
Weather Observer, (SCA 30620)
Weather Observer, Senior (SCA 30621)
31000 SCAs -Transportation/Mobile Equipment Operation Occupations
Truckdriver, Light Truck (SCA 31361)
Truckdriver, Heavy Truck (SCA 31363)

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Labor Category	Min Education	Min Yrs of Exp
Program Manager	BS	15
Project Manager	BS	10
Engineer/Scientist 5	BS	15
Engineer/Scientist 4	BS	10
Engineer/Scientist 3	BS	6
Engineer/Scientist 2	BS	3
Engineer/Scientist 1	BS	1
Junior Engineer/Scientist	BS	0
Logistician 5	BS	15
Logistician 4	BS	10
Logistician 3	BS	6
Logistician 2	BS	3
Logistician 1	BS	1
Junior Logistician	BS	0
Management Analyst 3	BS	6
Management Analyst 2	BS	2
Management Analyst 1	BS	1
Junior Management Analyst	BS	0
Management Consultant (Senior)	BS	20
Technical Analyst 4	BS	10
Technical Analyst 3	BS	6
Technical Analyst 2	BS	3
Technical Analyst 1	BS	1
Intelligence Specialist	BS	10
Operations Specialist (Senior)	BS	20
Operations Specialist	BS	10
Safety Specialist 4	BS	10
Safety Specialist 3	BS	6
Security Specialist 4	BS	10
Security Specialist 3	BS	6
Security Specialist 2	AS	3
Security Specialist 1	AS	1
Training Specialist 4	BS	15
Training Specialist 3	BS	10
Training Specialist 2	BS	5
Training Specialist 1	BS	3
Technical Writer/Editor 4	BA	15
Technical Writer/Editor 3	BA	10
Technical Writer/Editor 2	BA	5
Technical Writer/Editor 1	BA	3
Subject Matter Expert (SME) 5	TT	18
Subject Matter Expert (SME) 4	TT	15
Subject Matter Expert (SME) 3	TT	12
Subject Matter Expert (SME) 2	TT	10
Subject Matter Expert (SME) 1	TT	8
Management and Program Technician 3	HS	10
Management and Program Technician 2	HS	6
Management and Program Technician 1	HS	3
Airfield Operations Specialist	TT	2
Weather Forecaster	TT	10

Standard Contract Labor Categories

Requirements identified are minimum requirements for both education and experience and should be augmented with "specific requirements" according to requirements identified in Statements of Work (SOW), Performance Work Schedules (PWS), or Delivery/Task Orders (DO/TO).

PROFESSIONAL LABOR CATEGORIES ENGINEERING/SCIENTIST

1. Junior Engineer/Scientist

Education: BS degree in "Relevant Engineering/Science Field".

Experience: None.

2. Engineer/Scientist 1

Education: BS degree in "Relevant Engineering/Science Field".

Software Engineer only: Working towards the following certifications within one and a half year after assuming duties: Certified Software Development Professional (CSDP) (Previously known as Certified Software Engineering Professional (CSEP)), or with COR approval complete a vendor/platform specific certification (e.g., Microsoft Certified Solutions Developer (MCSD), Microsoft Certified Applications Developer (MCAD), Microsoft Certified Database Administrator (MCDBA), Sun Certified Professional (SCP), Red Hat Certification Program (RHCP), CISCO Certified Network Professional (CCNP), Oracle Certified Professional (OCP), other).

Experience: One (1) year of experience in "Relevant Technical Field", to include: Systems/Equipment Support, and Test and Evaluation support of C4ISR requirements.

3. Engineer/Scientist 2

Education: BS degree in "Relevant Engineering/Science Field".

Software Engineer only: Working towards the following certifications within one and a half year after assuming duties: Certified Software Development Professional (CSDP) (Previously known as Certified Software Engineering Professional (CSEP)), or with COR approval complete a vendor/platform specific certification (e.g., Microsoft Certified Solutions Developer (MCSD), Microsoft Certified Applications Developer (MCAD), Microsoft Certified Database Administrator (MCDBA), Sun Certified Professional (SCP), Red Hat Certification Program (RHCP), CISCO Certified Network Professional (CCNP), Oracle Certified Professional (OCP), other).

Experience: Three (3) years of experience in "Relevant Technical Field", to include: Systems/Equipment Support, and Test and Evaluation support of C4ISR requirements.

One (1) year of technical experience in support of "Specific Projects". Note: Experience may be concurrent.

4. Engineer/Scientist 3

Education: BS degree in "Relevant Engineering/Science Field".

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Software Engineer only: Working towards the following certifications within one and a half year after assuming duties: Certified Software Development Professional (CSDP) (Previously known as Certified Software Engineering Professional (CSEP)), or with COR approval complete a vendor/platform specific certification (e.g., Microsoft Certified Solutions Developer (MCSD), Microsoft Certified Applications Developer (MCAD), Microsoft Certified Database Administrator (MCDBA), Sun Certified Professional (SCP), Red Hat Certification Program (RHCP), CISCO Certified Network Professional (CCNP), Oracle Certified Professional (OCP), other).

Experience: Six (6) years of experience in "*Relevant Technical Field*", to include: Systems Analysis, Systems Architecture, Systems/Equipment Support, Test and Evaluation, and Logistics support of C4ISR requirements. Three (3) years of technical experience in support of "*Specific Projects*". Note: Experience may be concurrent.

5. Engineer/Scientist 4

Education: BS degree in "*Relevant Engineering/Science Field*".

Software Engineer only: Working towards the following certifications within one and a half year after assuming duties: Certified Software Development Professional (CSDP) (Previously known as Certified Software Engineering Professional (CSEP)), or with COR approval complete a vendor/platform specific certification (e.g., Microsoft Certified Solutions Developer (MCSD), Microsoft Certified Applications Developer (MCAD), Microsoft Certified Database Administrator (MCDBA), Sun Certified Professional (SCP), Red Hat Certification Program (RHCP), CISCO Certified Network Professional (CCNP), Oracle Certified Professional (OCP), other).

Experience: Ten (10) years of experience in "*Relevant Technical Field*", to include: Technology Analysis and Assessment, Design Definition, Development of Systems Specification, Systems Analysis, Systems Architecture, Systems/Equipment Integration, Test & Evaluation Criteria, and Logistics support of C4ISR requirements. Five (5) years of technical experience in support of "*Specific Projects*". Note: Experience may be concurrent.

6. Engineer/Scientist 5

Education: BS degree in "*Relevant Engineering/Science Field*".

Software Engineer only: Completed the following certifications within one and a half year after assuming duties: Certified Software Development Professional (CSDP) (Previously known as Certified Software Engineering Professional (CSEP)), or with COR approval complete a vendor/platform specific certification (e.g., Microsoft Certified Solutions Developer (MCSD), Microsoft Certified Applications Developer (MCAD), Microsoft Certified Database Administrator (MCDBA), Sun Certified Professional (SCP), Red Hat Certification Program (RHCP), CISCO Certified Network Professional (CCNP), Oracle Certified Professional (OCP), other).

Experience: Fifteen (15) years of experience in "*Relevant Technical Field*", to include: Technology Analysis and Assessment, Design Definition, Development of Systems Specification, Systems Analysis, Systems Architecture, Systems/Equipment Integration, Test & Evaluation Criteria, and Logistics support of C4ISR requirements. Recognized as an expert in "*Specific Project*". Note: Experience may be concurrent.

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PROFESSIONAL LABOR CATEGORIES LOGISTICS

**** IMPORTANT NOTE ****

DAWIA Certification – Personnel that do not have government DAWIA certification courses may demonstrate an equivalency in terms of academic degrees, courses completed, and experience as that of their counterparts in the DAWIA workforce. Equivalency for the following classes must be provided as follows: Level 1 - (1) Fundamentals of Systems Acquisition Management, (2) Acquisition Logistics Fundamentals, (3) Systems Sustainment Management; Level 2 – (1) Level 1 classes, (2) Intermediate Systems Acquisition, (3) Intermediate Acquisition Logistics, (4) Performance Based Logistics; Level 3 – (1) Level 1 and 2 Classes, (2) Executive Life Cycle Logistics Management, (3) Reliability and Maintainability. Additional explanation of courses or requirements can be found at the Defense Acquisition University web site (<http://www.dau.mil/>).

1. Junior Logistician

Education: Bachelor's degree in Engineering, Mathematics, Business, or Management Information Systems.

Experience: None.

2. Logistician 1

Education: Bachelor's degree.

Experience: One (1) year of experience in defense life-cycle (acquisition) logistics support of electronic systems, to include: logistics principles, practices, and processes.

3. Logistician 2

Education: Bachelor's degree. Working towards Professional Logistics Certification – i.e., Defense Acquisition Workforce Improvement Act (DAWIA) in Lifecycle [Acquisition] Logistics Level 1, or have equivalent logistics training (resume to specify all equivalent training), or possess an additional one (1) year working in direct support of defense life-cycle logistics.

Experience: Three (3) years of experience in defense life-cycle (acquisition) logistics support of electronic systems, to include: logistics principles, practices, and processes. One (1) year of experience in support of C4ISR systems. Demonstrated skills, to include: Analyzing Engineering/Systems Management Data, and Developing Logistics Plans and Procedures. Note: Experience may be concurrent.

4. Logistician 3

Education: Bachelor's degree. Professional Logistics Certification – i.e., Defense Acquisition Workforce Improvement Act (DAWIA) certified in Lifecycle [Acquisition] Logistics Level 1, or have equivalent logistics training (resume to specify all equivalent training), or possess an additional two (2) years working in direct support of defense life-cycle logistics.

Experience: Six (6) years of experience in defense life-cycle (acquisition) logistics support (or 8 years if not DAWIA Level 1 certified) of electronic systems, to include:

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logistics management, principles, practices, and processes. Four (4) years of experience in support of C4ISR systems. Demonstrated skills, to include: Analyzing Engineering/Systems Management Data, Developing Logistics Plans and Procedures, and Developing Logistics Management Plans and Guidelines. Note: Experience may be concurrent.

5. Logistician 4

Education: Bachelor's degree. Professional Logistics Certification – i.e., Defense Acquisition Workforce Improvement Act (DAWIA) certified in Lifecycle [Acquisition] Logistics Level 2, or have equivalent logistics training (resume to specify all equivalent training), or possess an additional three (3) years working in direct support of defense life-cycle logistics.

Experience: Ten (10) years of experience in defense life-cycle (acquisition) logistics support (or 13 years if not DAWIA Level 2 certified) of electronic systems, to include: logistics management, principles, practices, and processes. Six (6) years of experience in support of C4ISR systems. Demonstrated management skills, to include: Analyzing Contracts, Analyzing System Design Specifications, Analyzing Engineering/Systems Management Data, Developing Logistics Plans and Procedures, and Developing Logistics Management Plans and Guidelines. Experience supervising Logistics Specialists. Note: Experience may be concurrent.

6. Logistician 5

Education: Bachelor's degree. Professional Logistics Certification – i.e., Defense Acquisition Workforce Improvement Act (DAWIA) certified in Lifecycle [Acquisition] Logistics Level 3, or have equivalent logistics training (resume to specify all equivalent training), or possess an additional five (5) years working in direct support of defense life-cycle logistics.

Experience: Fifteen (15) years of experience in defense life-cycle (acquisition) logistics support (or 20 years if not DAWIA Level 3 certified) of electronic systems, to include: logistics management, principles, practices, and processes. Eight (8) years of experience in support of C4ISR systems. Demonstrated management skills, to include: Analyzing Contracts, Analyzing System Design Specifications, Analyzing Engineering/Systems Management Data, Developing Logistics Plans and Procedures, and Developing Logistics Management Plans and Guidelines. Experience supervising Logistics Specialists. Note: Experience may be concurrent.

PROFESSIONAL LABOR CATEGORIES PROGRAM MANAGEMENT

1. Program Manager

Education: Bachelor's degree in Engineering, Physical Sciences, Mathematics, Management Information Systems, or Business.

Experience: Fifteen (15) years of technical experience in support of "*Relevant Technical Field*", to include: Equipment Support, System Support, and Programmatic Support. Eight (8) years of Program Management experience, to include: Technology Assessments, Systems Design, Systems Analysis, Programmatic Support, Acquisition Planning, and

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Budget Planning. Five (5) years as manager of "*Specific Projects*". Note: Experience may be concurrent. Knowledge of Federal Acquisition Regulation (FAR) and DoD procurement policies and procedures.

2. Project Manager

Education: BS degree in "*Relevant Technical Field*" or "*Additional Acceptable Degree Fields*".

Experience: Ten (10) years of direct work experience with C4ISR "*Relevant Technical Field*". Eight (8) years of direct work experience, to include: Design, Development, Production, Installation, and Test & Evaluation of "*Relevant Technical Field*". Four (4) years as manager of "*Specific Projects*", to include: Supervising Project Personnel, Scheduling Work, Writing Proposals and Preparing Bids, and Equipment and Material Logistics Control. Note: Experience may be concurrent. Knowledge of Federal Acquisition Regulation (FAR) and DoD procurement policies and procedures.

3. Junior Management Analyst

Education: Bachelor's degree in "*Relevant Technical Field*" or "*Additional Acceptable Degree Fields*".

Experience: None.

4. Management Analyst 1

Education: Bachelor's degree in "*Relevant Technical Field*" or "*Additional Acceptable Degree Fields*".

Experience: One (1) year of Contract Management experience, to include: Development of Program Acquisition Documentation, Data Collection and Analysis. Familiarity with Federal Acquisition Regulation (FAR) and DoD procurement policies and procedures.

5. Management Analyst 2

Education: Bachelor's degree in "*Relevant Technical Field*" or "*Additional Acceptable Degree Fields*".

Experience: Two (2) years of Contract Management experience, to include: Development of Program Acquisition Documentation, Data Collection and Analysis, Development of Cost Estimates, and Development of Program Status Reports. Knowledge of Federal Acquisition Regulation (FAR) and DoD procurement policies and procedures.

6. Management Analyst 3

Education: Bachelor's degree in "*Relevant Technical Field*" or "*Additional Acceptable Degree Fields*".

Experience: Six (6) years of Contract Management experience, to include: Development of Program Acquisition Documentation, Development of Testing Criteria, Development of Corrective Action Systems, Development of Program Monitoring Approach (e.g. PERT, CPM, EVM), Analysis of Programs Health, Data Collection and Analysis, Development of Cost Estimates, and Development of Program Status Reports.

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Comprehensive knowledge of Federal Acquisition Regulation (FAR) and DoD procurement policies and procedures.

7. Management Consultant

Education: Bachelor's degree in Business, Organizational Development, Education, Engineering, Physical Science or business related specialty. Certified Project Management Professional (PMP).

Experience: Ten (10) years of Strategic Business Management experience in "Relevant Technical Field", to include: Development of Corporate Strategic Plans, Development of Organizational Performance Management Plans, Development of Organization Governance Structures, Guiding significant organizational change management efforts.

8. Management Consultant (Senior)

Education: Bachelor's degree in Business, Organizational Development, Education, Engineering, Physical Science or business related specialty. Certified Project Management Professional (PMP).

Experience: Twenty (20) years of Strategic Business Management experience in "Relevant Technical Field", to include: Development of Corporate Strategic Plans, Development of Organizational Performance Management Plans, Development of Organization Governance Structures, Guiding significant organizational change management efforts. At least three years of business experience at the executive level (e.g., SES, CEO, Corporate President).

9. Technical Analyst 1

Education: BS degree in Physical Sciences, Mathematics, Psychology (NOTE: acceptable only if degree included courses in "Human Systems Interface (HSI)" and "Human Factors Engineering (HFE)") or "Relevant Technical Field".

Experience: One (1) year of experience in technical specifications development, process analysis and design, technical problem solving, and analytical/logical thinking.

10. Technical Analyst 2

Education: BS degree in Physical Sciences, Mathematics, Psychology (NOTE: acceptable only if degree included courses in "Human Systems Interface (HSI)" and "Human Factors Engineering (HFE)") or "Relevant Technical Field".

Experience: Three (3) years of experience in technical specifications development, process analysis and design, technical problem solving, and analytical/logical thinking.

11. Technical Analyst 3

Education: BS degree in Physical Sciences, Mathematics, Psychology (NOTE: acceptable only if degree included courses in "Human Systems Interface (HSI)" and "Human Factors Engineering (HFE)") or "Relevant Technical Field".

Experience: Six (6) years of experience in technical specifications development, process analysis and design, technical problem solving, and analytical/logical thinking.

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12. Technical Analyst 4

Education: BS degree in Physical Sciences, Mathematics, Psychology (NOTE: acceptable only if degree included courses in “Human Systems Interface (HSI)” and “Human Factors Engineering (HFE)” or "*Relevant Technical Field*").

Experience: Ten (10) years of experience in technical specifications development, process analysis and design, technical problem solving, and analytical/logical thinking.

PROFESSIONAL LABOR CATEGORIES SPECIALISTS

1. Intelligence Specialist

Education: Bachelor’s degree.

Experience: Ten (10) years of "Intelligence" operational experience, to include: C4ISR, remote sensing, arms certification, and "Intelligence" collection management.

2. Operations Specialist

Education: Bachelor’s degree.

Experience: Ten (10) years of operational experience, to include: knowledge of friendly forces and adversary’s CONOPS, tactics, threat capabilities, targeting priorities, sensor/collection techniques, targeting priorities, and planning and conducting operations analysis.

3. Operations Specialist (Senior)

Education: Bachelor’s Degree.

Experience: Twenty (20) years of operational experience, to include: knowledge of friendly forces and adversary’s CONOPS, tactics, threat capabilities, targeting priorities, sensor/collection techniques, targeting priorities, planning or conducting operations analysis. Three (3) years of operational experience at executive level (ex. SES, ADM, etc). Note: Experience may be concurrent.

4. Safety Specialist 1

Education: Associate’s Degree.

Experience: One (1) year of experience working with safety principles/practices/procedures.

5. Safety Specialist 2

Education: Associate’s Degree.

Experience: Three (3) years of experience working with safety principles/practices/procedures, and occupational health policies/programs/practices.

6. Safety Specialist 3

Education: Bachelor’s degree.

Experience: Six (6) years of experience, to include: knowledge of Occupational Safety and Health Administration (OSHA) rules and regulations, safety principles/practices/procedures, and occupational health policies/programs/practices.

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7. Safety Specialist 4

Education: Bachelor's degree in a Technical or Physical Science field.

Experience: Ten (10) years of experience, to include: comprehensive knowledge of Occupational Safety and Health Administration (OSHA) rules and regulations, safety principles/practices/procedures, and occupational health policies/programs/practices.

8. Security Specialist 1

Education: Associate's Degree.

Experience: One (1) year of experience, to include: applicable security discipline principles, practices, and procedures.

9. Security Specialist 2

Education: Associate's Degree. Completed applicable discipline Certification (e.g. DISCO certification for Infosec Security Specialist) within one (1) year of assuming duties.

Experience: Three (3) years of experience, to include: applicable security discipline principles, practices, and procedures.

10. Security Specialist 3

Education: Bachelor's degree. Completed applicable discipline Certification (e.g. DISCO certification for Infosec Security Specialist) within one (1) year of assuming duties.

Experience: Six (6) years of experience, to include: applicable security discipline principles, practices, and procedures.

11. Security Specialist 4

Education: Bachelor's degree. Applicable Discipline Certification (e.g. DISCO certification for Infosec Security Specialist).

Experience: Ten (10) years of experience, to include: applicable security discipline principles, practices, and procedures.

12. Training Specialist 1

Education: Bachelor's degree in Education, English, Psychology or "Additional Acceptable Degree Fields". Working towards Training Certification.

Experience: Three (3) years of experience in the training development environment.

13. Training Specialist 2

Education: Bachelor's degree in Education, English, Psychology or "Additional Acceptable Degree Fields". Working towards Training Certification.

Experience: Five (5) years of experience in the "Relevant Technical Field", to include: establishing training needs, developing goals and objectives, developing training programs, and applying the instructional system development (ISD) process.

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14. Training Specialist 3

Education: Bachelor's degree in Education, English, Psychology or "Additional Acceptable Degree Fields". Training Certification.

Experience: Ten (10) years of experience in the "Relevant Technical Field", to include: establishing training needs, developing goals and objectives, developing training programs, and applying the instructional system development (ISD) process.

15. Training Specialist 4

Education: Bachelor's degree in Education, English, Psychology or "Additional Acceptable Degree Fields". Training Certification.

Experience: Fifteen (15) years of experience in the "Relevant Technical Field", to include: establishing training needs, developing goals and objectives, developing training programs, and applying the instructional system development (ISD) process.

PROFESSIONAL LABOR CATEGORIES TECHNICAL SUPPORT

1. Technical Writer/Editor 1

Education: BA degree in English, Journalism, or Technical Writing.

Experience: Three (3) years of experience in the "Relevant Technical Field", to include: writing technical documentation, procedures and guidelines for C4ISR systems or equipment.

2. Technical Writer/Editor 2

Education: BA degree in English, Journalism, or Technical Writing.

Experience: Five (5) years of experience in the "Relevant Technical Field", to include: writing technical documentation, procedures and guidelines for C4ISR systems or equipment.

3. Technical Writer/Editor 3

Education: BA degree in English, Journalism, or Technical Writing.

Experience: Ten (10) years of experience in the "Relevant Technical Field", to include: writing/editing technical documentation, procedures and guidelines for C4ISR systems or equipment.

4. Technical Writer/Editor 4

Education: BA degree in English, Journalism, or Technical Writing.

Experience: Fifteen (15) years of experience in the "Relevant Technical Field", to include: writing/editing technical documentation, procedures and guidelines for C4ISR systems or equipment.

NON-DEGREE /NON-SCA LABOR CATEGORIES

1. Aeronautical Information Specialist

Education: Graduate of an approved DoD/FAA Terminal Instrument Procedures (TERPS) development course.

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Experience: Six (6) years verifiable TERPS development experience. Knowledge of flight planning, base/airfield operations, and/or air traffic control requirements, rules, and instructions. Experience reviewing and validating aeronautical information regarding USN/USMC and host nation air facilities and transmitting information for subsequent publication in the DOD FLIP. Note: Experience may be concurrent.

2. Airfield Operations Specialists

Education: Graduate of an approved DoD/FAA Air Traffic Control (ATC) course OR aviation related experience as aircrew/dispatcher/flight follower with a part 121 or part 135 operator.

Experience: Two (2) years experience to include the following: Visual Flight Rules (VFR) traffic monitoring; knowledge of ATC rules, regulations, and techniques; receive and update helicopter positions reports; alert appropriate personnel for overdue aircraft reports; provide assistance to pilots with weather updates; update all flight following logs.

3. Flight Operation Coordinator

Education: Graduate of an approved DoD or FAA ATC course, or have an Associate's Degree or aviation related experience as a dispatcher / flight follower with a part 121 or part 135 operator.

Experience: Two (2) years of experience, to include: VFR traffic monitoring, receiving and updating helicopter position reports; alerting appropriate personnel for overdue aircraft reports, providing assistance to pilots with weather updates, updating all flight following logs. Knowledge of ATC rules, regulations, and techniques.

4. Flight Procedure Specialist 1

Education: Graduate of an approved DoD/FAA Terminal Instrument Procedures (TERPS) development course.

Experience: Two (2) years verifiable TERPS development experience. Two (2) years experience as an air traffic controller, pilot, flight crew member, flight procedures specialists, or air operations specialist. Posses full knowledge of air traffic control requirements, rules, and instructions. Note: Experience may be concurrent.

5. Flight Procedure Specialist 2

Education: Graduate of an approved DoD/FAA Terminal Instrument Procedures (TERPS) development course.

Experience: Three (3) years verifiable TERPS development experience. Four (4) years experience as an air traffic controller, pilot, flight crew member, flight procedures specialists, or air operations specialist. Posses full knowledge of air traffic control requirements, rules, and instructions. Note: Experience may be concurrent.

6. Flight Procedure Specialist 3

Education: Graduate of an approved DoD/FAA Terminal Instrument Procedures (TERPS) development course.

Experience: Six (6) years verifiable TERPS development experience. Four (4) years experience as an air traffic controller, pilot, flight crew member, flight procedures

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specialists, or air operations specialist. Posses full knowledge of air traffic control requirements, rules, and instructions. Note: Experience may be concurrent.

7. Management and Program Technician 1

Education: High School diploma or GED.

Experience: Three (3) years of direct work experience with the use of advanced information technology to develop and/or integrate complex data, to include: requirements analysis; project management procedures including out year budgeting for programs involving OMN, FMS, OPN, SCN, and RDT&E monies; development of contract schedules, out year planning and POM budgets, compliance planning and program planning. Must have knowledge of DoD standards and regulations like the FAR, DFAR, OPM requirements, and other business related regulations.

8. Management and Program Technician 2

Education: High School diploma or GED.

Experience: Six (6) years of direct work experience with the use of advanced information technology to develop and/or integrate complex data, to include: requirements analysis; project management procedures including out year budgeting for programs involving OMN, FMS, OPN, SCN, and RDT&E monies; development of contract schedules, out year planning and POM budgets, compliance planning and program planning. Must have knowledge of DoD standards and regulations like the FAR, DFAR, OPM requirements, and other business related regulations.

9. Management and Program Technician 3

Education: High School diploma or GED.

Experience: Ten (10) years of direct work experience with the use of advanced information technology to develop and/or integrate complex data, to include: requirements analysis; project management procedures including out year budgeting for programs involving OMN, FMS, OPN, SCN, and RDT&E monies; development of contract schedules, out year planning and POM budgets, compliance planning and program planning. Must have knowledge of DoD standards and regulations like the FAR, DFAR, OPM requirements, and other business related regulations.

10. Subject Matter Expert (SME) 1

Education: Technical Training in "*Relevant Technical Field*".

Experience: Eight (8) years of hands-on experience with "*Specific Projects*", to include three (3) of the following four (4) areas: Systems Requirements, Operational Requirements, Test & Evaluation, and Training. Recognized expert who has demonstrated industry and public service leadership in "*Relevant Technical Field*".

11. Subject Matter Expert (SME) 2

Education: Technical Training in "*Relevant Technical Field*".

Experience: Ten (10) years of hands-on experience with "*Specific Projects*", to include three (3) of the following four (4) areas: Systems Requirements, Operational

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Requirements, Test & Evaluation, and Training. Recognized expert who has demonstrated industry and public service leadership in "Relevant Technical Field".

12. Subject Matter Expert (SME) 3

Education: Technical Training in "Relevant Technical Field".

Experience: Twelve (12) years of hands-on experience with "Specific Projects", to include three (3) of the following four (4) areas: Systems Requirements, Operational Requirements, Test & Evaluation, and Training. Recognized expert who has demonstrated industry and public service leadership in "Relevant Technical Field".

13. Subject Matter Expert (SME) 4

Education: Technical Training in "Relevant Technical Field".

Experience: Fifteen (15) years of hands-on experience with "Specific Projects", to include three (3) of the following four (4) areas: Systems Requirements, Operational Requirements, Test & Evaluation, and Training. Recognized expert who has demonstrated industry and public service leadership in "Relevant Technical Field".

14. Subject Matter Expert (SME) 5

Education: Technical Training in "Relevant Technical Field".

Experience: Eighteen (18) years of hands-on experience with "Specific Projects", to include three (3) of the following four (4) areas: Systems Requirements, Operational Requirements, Test & Evaluation, and Training. Recognized expert who has demonstrated industry and public service leadership in "Relevant Technical Field".

15. Weather Forecaster

Education: Graduate of an approved DoD course.

Experience: Ten (10) years of experience in weather forecasting and operational meteorology which includes at least three (3) years of experience in airport/airfield weather forecasting in support of an operational weather office.

01000 SCA LABOR CATEGORIES – ADMINISTRATIVE SUPPORT AND CLERICAL OCCUPATIONS

1. Accounting Clerk I (SCA 01011)

Education: High School Diploma or GED.

Experience: One (1) year of clerical accounting experience. Knowledge of established and standardized bookkeeping and accounting procedures and techniques.

2. Accounting Clerk II (SCA 01012)

Education: High School Diploma or GED.

Experience: Two (2) years of clerical accounting experience to include: double entry bookkeeping, posting actions to journals, making debit/credit entries. Performing one (1) or more accounting tasks such as: verifying mathematical accuracy of accounting documents; examining and verifying clerical accuracy of various types of reports, lists, calculations, etc.; or making entries or adjustments to accounts. Demonstrated

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knowledge and understanding of the established and standardized bookkeeping and accounting procedures and techniques used in an accounting system. Knowledge and understanding of the terminology, codes, and processes used in automated accounting systems.

3. Accounting Clerk III (SCA 01013)

Education: Associate's degree in Business.

Experience: Two (2) years of clerical accounting experience, to include: maintaining journals or subsidiary ledgers of an accounting system and balancing/reconciling accounts. Performing one (1) or more accounting tasks such as: verifying for internal consistency, completeness, and mathematical accuracy of accounting documents; examining and verifying clerical accuracy of various types of reports, lists, calculations, etc.; or making entries or adjustments to accounts. Demonstrated knowledge and understanding of the established and standardized bookkeeping and accounting procedures and techniques used in an accounting system. Knowledge and understanding of the terminology, codes, and processes used in automated accounting systems.

OR

Education: High School diploma or GED.

Experience: Four (4) years of clerical accounting experience, to include: maintaining journals or subsidiary ledgers of an accounting system and balancing/reconciling accounts. Performing one (1) or more accounting tasks such as: verifying for internal consistency, completeness, and mathematical accuracy of accounting documents; examining and verifying clerical accuracy of various types of reports, lists, calculations, etc.; or making entries or adjustments to accounts. Demonstrated knowledge and understanding of the established and standardized bookkeeping and accounting procedures and techniques used in an accounting system. Knowledge and understanding of the terminology, codes, and processes used in automated accounting systems.

4. Administrative Assistant (SCA 01020)

Education: Associate's Degree in Business or Computer Science.

Experience: Four (4) years of experience, to include: word processing, spreadsheet development, documenting management issues, financial analysis, data collection, report processing, brief preparation, read milestone schedules and send and receive emails. Two (2) years of work experience shall be within DoD. Note: Experience may be concurrent.

OR

Education: High School Diploma or GED.

Experience: Eight (8) years experience to include: word processing, spreadsheet development, documenting management issues, financial analysis, data collection, report processing, brief preparation, read milestone schedules and send and receive emails. Two (2) years of work experience shall be within DoD. Note: Experience may be concurrent.

5. Data Entry Operator I (SCA 01051)

Education: High School Diploma or GED.

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Experience: Knowledge of computer equipment. Must be able to follow specific instructions and enter data in computer systems.

6. Data Entry Operator II (SCA 01052)

Education: High School Diploma or GED.

Experience: Two (2) years of experience, to include: operating a data entry device to record or verify a variety of standard, coded, or encoded business and statistical source data into a computer; searching, interpreting, and selecting coding items in accordance with established procedures.

7. Dispatcher (SCA 01060)

Education: High School Diploma or GED.

Experience: Two (2) years of experience, to include: assigning drivers and vehicles to transport freight or passengers, coordinating drivers according to customer requests in compliance with DOT regulations and company rules, and entering assignment data in computer database.

8. General Clerk I (SCA 01111)

Education: High School Diploma or GED.

Experience: Three (3) months of general clerical experience. Knowledge of Microsoft Office Tools.

9. General Clerk II (SCA 01112)

Education: High School Diploma or GED.

Experience: Two (2) years of general clerical experience. Experience with Microsoft Office Tools.

OR

One (1) year of government or military experience in clerical functions. Experience with Microsoft Office Tools.

10. General Clerk III (SCA 01113)

Education: High School Diploma or GED.

Experience: Four (4) years of general experience in the clerical or administrative area. Experience with Microsoft Office Tools.

OR

Two (2) years of specialized government or military experience in clerical or administrative functions. Experience with Microsoft Office Tools.

11. Personnel Assistant I (SCA 01261)

Education: High School Diploma or GED.

Experience: One (1) year of experience in the area of civilian or military personnel support (human resources).

12. Personnel Assistant II (SCA 01262)

Education: High School Diploma or GED.

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Experience: Two (2) years of experience in the area of civilian or military personnel support (human resources), to include: personnel procedures, guides, precedents, and job classifications.

13. Personnel Assistant III (SCA 01263)

Education: High School Diploma or GED.

Experience: Four (4) years of experience in the area of civilian or military personnel support (human resources), to include: personnel procedures, guides, precedents, job classifications, and wage rates.

14. Production Control Clerk (SCA 01270)

Education: High School Diploma or GED.

Experience: Two (2) years of experience, to include: logistics support for projects involving electronic/electrical repair and installation, ordering, acquisition, distribution of material, equipment, and resources; compiling and recording production data for government command to compare records regarding volume of production, consumption of material, quality control, and other aspects of production; performing any combination of the following duties: compiling and recording production data from such documents as customer orders, work tickets, product specifications, and individual worker production sheets, following prescribed recording procedures; calculating types and quantities of items produced, materials used, amount of scrap, frequency of defects, worker and department production rates; writing production reports based on data compiled, tabulated and computed, following prescribed formats; maintaining files of documents used and prepared; compiling production sheets or work tickets for use by production workers as guides in assembly or manufacture of products; preparing schedules based on established guidelines and priorities; compiling material inventory records and preparing requisitions for procurement of materials and supplies; charting production using charts, graphs, or pegboards, based on statistics compiled for reference by production and management personnel; sorting and distributing work tickets or material to workers; computing wages from employee time cards and post wage data on records used for preparation of payroll.

15. Receptionist (SCA 01280)

Education: High School Diploma or GED.

Experience: Greeting visitors, determining nature of visits and directing visitors to appropriate persons. The Receptionist may also have other duties such as recording and transmitting messages; keeping records of calls placed; providing information to callers and visitors; making appointments; keeping a log of visitors; and issuing visitor passes. In this position, one may also work on a computer and perform other routine clerical work that may occupy the major portion of the worker's time.

16. Secretary I (SCA 01311)

Education: High School Diploma or GED.

Experience: One (1) year of experience in the compilation of data/information for management use.

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17. Secretary II (SCA 01312)

Education: High School Diploma or GED.

Experience: Two (2) years of experience in the compilation of data/information for management use.

18. Secretary III (SCA 01313)

Education: Associate's degree in business.

Experience: Two (2) years of secretarial experience, to include: developing and processing correspondence, preparing briefing and presentation materials, updating existing briefing materials, scheduling events and preparing itineraries, preparing and maintaining files, preparation of reports, and interface with activity personnel and customers.

OR

Education: High School diploma or GED.

Experience: Four (4) years of secretarial experience in a DoD/DoN environment, to include: developing and processing correspondence, preparing briefing and presentation materials, updating existing briefing materials, scheduling events and preparing itineraries, preparing and maintaining files, preparation of reports, and interface with activity personnel and customers.

19. Supply Technician (SCA 01410)

Education: High School diploma or GED.

Experience: Five (5) years of experience, to include: supervisory or warehouse lead at a DoD facility; financial management; logistics support for projects involving electronic/electrical repair and installation, ordering, acquisition, distribution of material, equipment and resources.

20. Word Processor I (SCA 01611)

Education: High School Diploma or GED.

Experience: One (1) year of experience with Microsoft Word.

21. Word Processor II (SCA 01612)

Education: High School Diploma or GED.

Experience: Two (2) years of experience with Microsoft Word.

22. Word Processor III (SCA 01613)

Education: High School Diploma or GED.

Experience: Three (3) years of experience with Microsoft Word.

05000 SCA LABOR CATEGORIES – AUTOMOTIVE SERVICE OCCUPATIONS

1. Radiator Repair Specialist (SCA 05340)

Education: High School Diploma or GED. EPA MVAC Technician Certification.

Experience: Two (2) years of experience working with vehicle cooling systems, to include: installation, maintenance, troubleshooting, and repair.

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13000 SCA LABOR CATEGORIES – INFORMATION AND ARTS OCCUPATIONS

1. Illustrator I (SCA 13041)

Education: Associate's degree in Electronic Technology or "Acceptable Education Substitution".

Experience: Two (2) years of practical experience in graphic arts and a demonstrated knowledge of graphic production equipment. Experience, to include: generating electrical / electronic drawings and diagrams utilizing AutoCAD 2000 or higher.

2. Illustrator II (SCA 13042)

Education: Associate's degree in Electronic Technology or "Acceptable Education Substitution".

Experience: Four (4) years of practical experience in graphic arts and a demonstrated knowledge of graphic production equipment. One (1) year of the last two (2) years experience, to include: preparing electrical/electronics drawings in support of engineering functions using AUTOCAD 2000 or higher software tools.

3. Illustrator III (SCA 13043)

Education: Associate's degree in Electronic Technology or "Acceptable Education Substitution".

Experience: Eight (8) years of drafting experience and complete familiarity with official drawing guidelines, specifications, and procedures. Six (6) years of experience, to include: utilizing AutoCAD 2000 or later Computer Aided Design (CAD) software. Six (6) years of experience developing Military specific drawing packages, to include: Ships Installation Drawings (SIDs), Ship Alterations (ShipAlts), Temporary Alterations (TempAlts), Installation Control Drawings (ICDs), Installation Design Packages (IDPs), Basic Electronic Systems Engineering Plans (BESEP's) or As-Built drawings. Note: Experience may be concurrent.

4. Video Teleconference Technician (SCA 13110)

Education: High School diploma or GED. Formal electronics training from: Technical School, or Class A or B military school in electronics or communications, or four (4) year electronics apprentice program.

Experience: Two (2) years of practical experience, to include: powering up teleconferencing equipment, checking equipment for proper operation, setting audio levels, positioning camera functions, performing secure or non-secure setup, operate or assist in operating session control panel, studio control unit, and high resolution graphics.

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14000 SCA LABOR CATEGORIES – INFORMATION TECHNOLOGY OCCUPATIONS

Federal Acquisition Regulation (FAR), March 2005 Issue states:

39.104 Information technology services.

When acquiring information technology services, solicitations must not describe any minimum experience or educational requirement for proposed contractor personnel unless the contracting officer determines that the needs of the agency –

- (a) Cannot be met without that requirement; or
- (b) Require the use of other than a performance-based acquisition (see Subpart 37.6).

1. Computer Operator I (SCA 14041)

Education: High School diploma or GED.

Experience: One (1) year of practical experience in data entry and formatting via common productivity tools such as the Microsoft Office Suite. Capable of typing at a rate of 40 words per minute.

2. Computer Operator II (SCA 14042)

Education: High School diploma or GED.

Experience: Two (2) years of progressive experience in computer systems operations. One (1) year of practical experience in data entry and formatting via common productivity tools such as the Microsoft Office Suite. Note: Experience may be concurrent. Capable of typing at a rate of 40 words per minute.

3. Computer Operator III (SCA 14043)

Education: High School diploma or GED.

Experience: Four (4) years of progressive experience in computer systems operations. Three (3) years of practical experience in data entry and formatting via common productivity tools such as the Microsoft Office Suite. Note: Experience may be concurrent. Capable of typing at a rate of 40 words per minute.

4. Computer Operator IV (SCA 14044)

Education: High School diploma or GED.

Experience: Six (6) years of progressive experience in computer systems operations. Five (5) years of practical experience in data entry and formatting via common productivity tools such as the Microsoft Office Suite. Note: Experience may be concurrent. Capable of typing at a rate of 40 words per minute.

5. Computer Operator V (SCA 14045)

Education: High School diploma or GED.

Experience: Eight (8) years of progressive experience in computer systems operations.

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Six (6) years of practical experience in data entry and formatting via common productivity tools such as the Microsoft Office Suite. Note: Experience may be concurrent. Capable of typing at a rate of 40 words per minute.

6. Computer Programmer I (SCA 14071)

Education: High School diploma or GED. Working towards completing applicable vendor/platform certification (e.g., Microsoft Certified Solutions Developer (MCSD), Microsoft Certified Applications Developer (MCAD), Microsoft Certified Database Administrator (MCDBA), Sun Certified Professional (SCP), Red Hat Certification Program (RHCP), CISCO Certified Network Professional (CCNP), Oracle Certified Professional (OCP), other).

Experience: One (1) year of software programming experience.

7. Computer Programmer II (SCA 14072)

Education: High School diploma or GED. Working towards completing the following certifications: Certified Software Development Professional (CSDP) (Previously known as Certified Software Engineering Professional (CSEP)), or with COR approval complete a vendor/platform specific certification (e.g., Microsoft Certified Solutions Developer (MCSD), Microsoft Certified Applications Developer (MCAD), Microsoft Certified Database Administrator (MCDBA), Sun Certified Professional (SCP), Red Hat Certification Program (RHCP), CISCO Certified Network Professional (CCNP), Oracle Certified Professional (OCP), other).

Experience: Three (3) years of experience, to include: Software Design, and Development. One (1) year programming experience with "Specific Project" programming languages. Note: Experience may be concurrent.

8. Computer Programmer III (SCA 14073)

Education: High School diploma or GED. Completed the following certifications within one and a half year after assuming duties: Certified Software Development Professional (CSDP) (Previously known as Certified Software Engineering Professional (CSEP)), or with COR approval complete a vendor/platform specific certification (e.g., Microsoft Certified Solutions Developer (MCSD), Microsoft Certified Applications Developer (MCAD), Microsoft Certified Database Administrator (MCDBA), Sun Certified Professional (SCP), Red Hat Certification Program (RHCP), CISCO Certified Network Professional (CCNP), Oracle Certified Professional (OCP), other).

Experience: Six (6) years of experience, to include: Software Design, Development, and Test and Evaluation. Four (4) years of programming experience with "Specific Project" programming languages. Three (3) years of experience, to include: Database development, Web page design, Computer Based Training development, and using .NET tools and .net Integrated Development Environment tools, asp.net, SQL Server 2000, and HTML editor tools. Note: Experience may be concurrent.

9. Computer Programmer IV (SCA 14074)

Education: High School diploma or GED. Completed the following certifications within one and a half year after assuming duties: Certified Software Development Professional

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(CSDP) (Previously known as Certified Software Engineering Professional (CSEP)), or with COR approval complete a vendor/platform specific certification (e.g., Microsoft Certified Solutions Developer (MCSD), Microsoft Certified Applications Developer (MCAD), Microsoft Certified Database Administrator (MCDBA), Sun Certified Professional (SCP), Red Hat Certification Program (RHCP), CISCO Certified Network Professional (CCNP), Oracle Certified Professional (OCP), other).

Experience: Eight (8) years of experience, to include: software Design, Development, and Test and Evaluation. Five (5) years of programming experience with "*Specific Project*" programming languages. Four (4) years of experience to include: Database development, Web page design, Computer Based Training, development and using .NET tools and .net Integrated Development Environment tools, asp.net, SQL Server 2000, and HTML editor tools. Note: Experience may be concurrent.

10. Computer System Analyst I (SCA 14101)

Education: High School diploma or GED. Working towards completing applicable vendor/platform certification (e.g., Microsoft Certified Solutions Developer (MCSD), Microsoft Certified Applications Developer (MCAD), Microsoft Certified Database Administrator (MCDBA), Sun Certified Professional (SCP), Red Hat Certification Program (RHCP), CISCO Certified Network Professional (CCNP), Oracle Certified Professional (OCP), other).

Experience: One (1) year of Computerized System experience, to include: Network Protocols, and UNIX and Windows based operating system.

11. Computer System Analyst II (SCA 14102)

Education: High School diploma or GED. Completed the following certifications within one and a half year after assuming duties: Certified Software Development Professional (CSDP) (Previously known as Certified Software Engineering Professional (CSEP)), or with COR approval complete a vendor/platform specific certification (e.g., Microsoft Certified Solutions Developer (MCSD), Microsoft Certified Applications Developer (MCAD), Microsoft Certified Database Administrator (MCDBA), Sun Certified Professional (SCP), Red Hat Certification Program (RHCP), CISCO Certified Network Professional (CCNP), Oracle Certified Professional (OCP), other).

Experience: Three (3) years of "*Specific Project*" Computerized System experience, to include: Test and Evaluation, Network Protocols, LAN administration fundamentals, and UNIX and Windows based operating system.

12. Computer System Analyst III (SCA 14103)

Education: High School diploma or GED. Completed the following certifications within one and a half year after assuming duties: Certified Software Development Professional (CSDP) (Previously known as Certified Software Engineering Professional (CSEP)), or with COR approval complete a vendor/platform specific certification (e.g., Microsoft Certified Solutions Developer (MCSD), Microsoft Certified Applications Developer (MCAD), Microsoft Certified Database Administrator (MCDBA), Sun Certified Professional (SCP), Red Hat Certification Program (RHCP), CISCO Certified Network Professional (CCNP), Oracle Certified Professional (OCP), other).

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Experience: Five (5) years of "*Specific Project*" Computerized System experience, to include: Design, Development, Test and Evaluation, Network Protocols, LAN administration fundamentals, and UNIX and Windows based operating system.

13. Personal Computer Support Technician (SCA 14160)

Education: High School diploma or GED. Working towards completing applicable vendor/platform certification (e.g., Microsoft Certified Solutions Developer (MCSA), Microsoft Certified Applications Developer (MCAD), Microsoft Certified Database Administrator (MCDBA), Sun Certified Professional (SCP), Red Hat Certification Program (RHCP), CISCO Certified Network Professional (CCNP), Oracle Certified Professional (OCP), other).

Experience: One (1) year of Computerized System experience, to include: Installation, testing, repair, and troubleshooting of stand-alone computers, computers linked to networks, printers, and other computer peripherals; software installation and configuration. Performing technical, operational, and training support to users either by telephone, or on-site for computer desktop hardware and software packages.

15000 SCA LABOR CATEGORIES – INSTRUCTIONAL OCCUPATIONS

1. Computer Based Training Specialist (SCA 15050)

Education: High School Diploma or GED. Training Certification

Experience: Two (2) years of experience working with a courseware production team responsible for designing, developing, revising and validating interactive computer based courseware. Knowledge and experience using specialized computer software and/or hardware to develop, integrate, and edit instructional text, audio, graphics, animation and video for interactive presentations. Knowledge and experience programming/branching logic and screen layout and remediation/feedback techniques.

2. Graphics Artist (SCA 15080)

Education: High School diploma or GED.

Experience: Two (2) years of experience developing graphic/artistic presentations. One (1) year of specialized experience using commercial automated graphics systems, and desktop publishing systems. Note: Experience may be concurrent.

3. Technical Instructor (SCA 15090)

Education: High School Diploma or GED. Training Certification

Experience: Five (5) years of experience as instructor of "*Technical Trade or Craft*", to include: developing appropriate course material, hands on practical experience with techniques being taught, and researching latest technical discipline practices.

4. Technical Instructor/Course Developer (SCA 15095)

Education: High School Diploma or GED. Training Certification

Experience: Eight (8) years of experience in the "*Technical Trade or Craft*", to include: developing appropriate course material, hands on practical experience with techniques

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being taught, researching latest technical discipline practices, establishing training needs, developing goals and objectives, and developing training programs.

19000 SCA LABOR CATEGORIES – MACHINE TOOL OPERATIONS AND REPAIR OCCUPATIONS

1. Machine – Tool Operator (SCA 19010)

Education: High School Diploma or GED. Completion of Machine-Tool Operator apprenticeship training program.

Experience: Six (6) years of experience, to include: specialist in one or more than one type of machine tool used to machine metal for use in shaping metal or nonmetallic material; planning and performing difficult machining operations which require complicated setups or a high degree of accuracy; determining proper feeds, speeds, tooling, and operation sequence.

21000 SCA LABOR CATEGORIES – MATERIALS HANDLING AND PACKAGING OCCUPATIONS

1. Material Coordinator (SCA 21030)

Education: High School Diploma or GED.

Experience: Two (2) years of experience, to include: Coordinating and expediting flow of material, parts, and assemblies within or between various buildings in accordance with Facility Manager or Facility Staff Engineer(s) priorities. Reviewing production schedules and conferring with Facilities Staff to determine material requirements. Arranging transfer of materials to meet production schedules; examining material to verify type specified for current project; and computing amount of material needed for specific job orders. Compiling reports of quantity and type of material on hand and coordinating with Facility Staff for the repair and assembly/installation of facilities unique material.

2. Material Expediter (SCA 21040)

Education: High School diploma or GED.

Experience: Two (2) years of experience, to include: facilitating and expediting the flow of materials to and from various departments, dealing directly with vendors to ensure prompt and accurate delivery of goods to appropriate locations, and inspecting goods upon delivery to verify delivered goods match order specifications.

3. Material Handling Laborer (SCA 21050)

Education: High School diploma or GED.

Experience: None.

4. Shipping and Receiving Clerk (SCA 21130)

Education: High School diploma or GED.

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Experience: Two (2) years of experience, to include: assembling orders and preparing goods for shipment; recording shipment data, including weight, charges, and space availability; receiving, unpacking materials/supplies and reporting damages and discrepancies for accounting, reimbursement and record-keeping purposes; and completing shipping and receiving reports.

5. Stock Clerk (SCA 21150)

Education: High School diploma or GED.

Experience: None, however, must have knowledge of commonly used concepts, practices, and procedures concerning stocking tasks such as: receipts, invoices, weights, updating of inventory, inspection, methods of storage, etc.

6. Warehouse Specialist (SCA 21410)

Education: High School diploma or GED.

Experience: Two (2) year of warehouse experience, to include: performing inventory, staging, packing, storage and shipping of electronic equipment and related material; operating motor vehicles and material handling equipment; and utilizing a computer-based inventory and bar coding system for entry, identification and tracking of material.

23000 SCA LABOR CATEGORIES – MECHANICS AND MAINTENANCE AND REPAIR OCCUPATIONS

1. Electrician, Maintenance (SCA 23160)

Education: High School Diploma or GED. Must pass employer performance tests, standard governmental agencies certifications, and professional and technical association certifications.

Experience: Four (4) years of experience, to include: installation, maintenance, and repair of equipment for the generation, distribution or utilization of electric energy (e.g., generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, etc), working from blueprints or drawings, troubleshooting electrical systems, and computations of working standards relating to load requirements of wiring or electrical equipment.

2. Electronics Technician I (SCA 23181)

Education: High School diploma or GED. Formal electronics training from: Technical School, or Class A or B military school in electronics or communications, or four (4) year electronics apprentice program. Formal electronics training, to include: Installation Tasks, Soldering, Cable Dressing, Cable Tray, Conduit, and Making/Repairing Connectors.

Experience: Two (2) years of practical experience, to include: electronics repair, maintenance and checkout.

3. Electronics Technician II (SCA 23182)

Education: High School diploma or GED. Formal electronics training from: Technical School, or Class A or B military school in electronics or communications, or four (4) year

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electronics apprentice program. Formal electronics training, to include: Installation Tasks, Soldering, Cable Dressing, Cable Tray, Conduit, and Making/Repairing Connectors.

Experience: Four (4) years of practical experience, to include: electronics repair, maintenance and checkout. One (1) year of practical experience in electronics installation. Note: Experience may be concurrent.

4. Electronics Technician III (SCA 23183)

Education: High School diploma or GED. Formal electronics training from: Technical School, or Class A or B military school in electronics or communications, or four (4) year electronics apprentice program. Formal electronics training, to include: Installation Tasks, Soldering, Cable Dressing, Cable Tray, Conduit, and Making/Repairing Connectors.

Experience: Eight (8) years of practical experience, to include: Electronics Repair, Maintenance, Installation and Checkout. Two (2) years of experience, to include: supervision, and shop practices. Three (3) years of practical experience, to include: electronics repair and installation, and six (6) years of experience with the "Specific Projects". Note: Experience may be concurrent.

5. General Maintenance Worker (SCA 23370)

Education: High School diploma or GED.

Experience: Two (2) years of experience, to include: performing maintenance and repair of equipment and buildings requiring practical skills in such trades as painting, carpentry, plumbing, masonry, and electrical work.

6. Heating, Ventilation, and Air Conditioning Mechanic (SCA 23410)

Education: High School Diploma or GED. EPA MVAC Technician Certification.

Experience: Two (2) years of experience, to include: heating, ventilation, and air conditioning installations, and repairs in office buildings, or areas that require such services. Experience mounting compressor and condenser units by following blueprints or engineering specifications.

7. Heavy Equipment Operator (SCA 23440)

Education: High School Diploma or GED. Commercial Driver's License. Technical school certificate to operate the type of equipment assigned. Any special licenses or certifications needed to be able to operate the heavy equipment assigned (requirements vary from state to state). Personnel shall also be familiar with the OSHA regulations that apply to the type of work that they have been assigned.

Experience: Two (2) years of experience, to include: operating heavy equipment such as cranes, clamshells, power shovels, motor graders, heavy loaders, carryalls, bulldozers, rollers, scrapers, and large industrial tractors with pan or scrapper attachments; excavating, loading, or moving dirt, gravel, or other materials; reading and interpreting grades, slope stakes, and simple plans; greasing, adjusting and making emergency repairs to equipment.

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8. Laborer (SCA 23470)

Education: High School Diploma or GED.

Experience: None. Shall perform tasks that require mainly physical abilities and effort involving little or no specialized skill. The following tasks are typical of this occupation: Loads and unloads trucks, and other conveyances; moves supplies and materials to proper location by wheelbarrows or hand trucks; stacks materials for storage or binning; collects refuse and salvable materials. Digs, fills, and tamps earth excavations; levels ground using pick, shovel, tamper and rake; shovels concrete and snow; cleans culverts and ditches; cuts trees and brush. A Laborer shall be able to move and arrange heavy pieces of electronic equipment, office furniture, and appliances; pull outdoor cable; climb structures; use heavy-duty tools; and if properly trained, operate light machinery and equipment.

9. Machinery Maintenance Mechanic (SCA 23530)

Education: High School Diploma or GED. Completion of Machinery Maintenance or Mechanic apprenticeship training program.

Experience: Four (4) years of experience, to include: repairs of machinery or mechanical equipment, diagnose source of trouble, performing repairs, ordering appropriate parts, preparing written specifications for major repairs.

10. Machinist, Maintenance (SCA 23550)

Education: High School diploma or GED. Formal apprenticeship as a machinist or have completed formal machinist training established by NIMS accredited training facilities.

Experience: Four (4) years of experience, to include: producing replacement parts while repairing mechanical equipment, using machinist's hand tools, shaping metal parts to close tolerances, making standard shop computations relating to dimensions of work (e.g., tooling, feeds, speeds of machining). Knowledge of working properties of common metals, and interpreting written instructions and specifications.

11. Maintenance Trades Helper (SCA 23580)

Education: High School diploma or GED. Completed a formal in-house training program that includes familiarization with installation skills (i.e., running cables, dressing cables, marking cables, operation of standard test equipment, etc.).

Experience: Two (2) years of practical experience in electronics installation, maintenance, and checkout.

12. Painter, Maintenance (SCA 23760)

Education: High School Diploma or GED.

Experience: One (1) year of experience, to include: fixing and painting walls, woodwork, and fixtures.

13. Pipefitter, Maintenance (SCA 23790)

Education: High School Diploma or GED. Completion of Pipefitter apprenticeship training program.

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Experience: Four (4) years of experience, to include: installing or repairing water, steam, gas or other types of pipe and pipefitting; measuring to locate position of pipes from drawings/specs; cutting pipes with chisel, oxyacetylene torch or pipe cutting machines; making standard shop computations relating to pressures, flow, and size of pipe required.

14. Rigger (SCA 23850)

Education: High School Diploma or GED. Completion of Rigging and Safety apprenticeship training programs.

Experience: Four (4) years of experience, to include: assembling rigging to lift/move equipment or material; selecting cables, ropes, pulleys, winches, blocks, and sheaves, according to weight and size of load; providing directions to Crane Operators to insure safety of workers and material; and repairing rigging equipment.

15. Sheet-Metal Worker, Maintenance (SCA 23890)

Education: High School Diploma or GED. Completion of Sheet-Metal apprenticeship training program.

Experience: Four (4) years of experience, to include: fabricating, installing and maintaining sheet metal equipment and fixtures; planning and laying out sheet metal work from blueprints, models or specifications; setting up and operating all types of sheet metal tools and machines.

16. Welder (SCA 23960)

Education: High School Diploma or GED. Must pass employer performance tests, standard governmental agencies certifications, and professional and technical association certifications. Qualified for specific material and processes in accordance with American Welding Society Welding Handbook.

Experience: Four (4) years of experience, to include: electric arc, gas shielded arc, and gas welding. Proficient at welding as follows: executing welds in all positions, with all types of metals and alloys, in various shapes including pipes, structural forms, plates, sheet metal, bar stock, machinery and equipment.

27000 SCA LABOR CATEGORIES – PROTECTIVE SERVICE OCCUPATIONS

1. Alarm Monitor (SCA 27004)

Education: High School diploma or GED. Before assigned as Alarm Monitor, must have completed 24 hours of orientation and obtained documented on-the-job training including monitoring alarm system signals, dispatching appropriate personnel and use of emergency communication equipment.

Experience: None, however, must have clear criminal background, be able to receive a SECRET security clearance, be drug free (and subject to drug screenings), able to pass initial and semi-annual Physical Agility tests, be able to correct eyesight to 20/20, be able to acquire and maintain a state driver's license, must be able to work flexible hours, and must have the ability to communicate orally and in writing.

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30000 SCA LABOR CATEGORIES – TECHNICAL OCCUPATIONS

1. Air Traffic Control Specialist, Center (SCA 30010)

Education: Graduate of an approved DoD or FAA ATC course.

Experience: Six (6) years experience to include the following: RADAR facility or Control Tower ATC assignment; knowledge of ATC rules, regulations, and techniques; experience with control tower operations and approach control processes; and two (2) years of concurrent experience as a supervisor at an ATC facility.

2. Air Traffic Control Specialist, Station (SCA 30011)

Education: Graduate of an approved DoD or FAA ATC course.

Experience: Two (2) years of ATC experience, to include: flight planning, base operations and/or knowledge of ATC rules, regulations, and techniques; control tower operation; flight planning/base operations or approach control.

3. Air Traffic Control Specialist, Terminal (SCA 30012)

Education: Graduate of an approved DoD or FAA ATC course.

Experience: Four (4) years of experience, to include: RADAR facility or Control Tower; knowledge of ATC rules, regulations, and techniques; control tower operation; approach control.

4. Civil Engineering Technician (SCA 30040)

Education: Associate's Degree in Engineering, in one of the following fields: Civil, Structural, or Mechanical, Engineering Technology, or four (4) year formal apprentice program Certificate which concentrates on Civil, Structural, and Mechanical structures.

Experience: Four (4) years of experience in application of Civil Engineering principles, methods, and techniques of civil engineering technology, to include: plans preparation, acceptance testing, evaluation of field conditions, materials testing and analysis, calculating dimensions, profile specifications, and quantities of material necessary.

5. Drafter/CAD Operator I (SCA 30061)

Education: High School diploma or GED.

Experience: One (1) year of experience drafting/illustrating in the electronics field. Experience with computerized drafting applications

6. Drafter/CAD Operator II (SCA 30062)

Education: High School diploma or GED.

Experience: Two (2) years of experience drafting/illustrating in the electronics field. Experience, to include: computerized drafting applications, digital imaging techniques, use of AutoCad.

7. Drafter/CAD Operator III (SCA 30063)

Education: High School diploma or GED.

Experience: Three (3) years of experience drafting/illustrating in the electronics field, to include: computerized drafting applications, digital imaging techniques, use of AutoCad,

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planning and preparing graphic presentations of complex items. Experience with DoD processes and procedures.

8. Drafter/CAD Operator IV (SCA 30064)

Education: Associate's degree from a school in drafting or illustration.

Experience: Two (2) years of experience drafting/illustrating in the electronics field, to include: computerized drafting applications, digital imaging techniques, use of AutoCad, planning and preparing graphic presentations of complex items. Experience with DoD processes and procedures.

OR

Education: High School diploma or GED.

Experience: Five (5) years of experience drafting/illustrating in the electronics field, to include: computerized drafting applications, digital imaging techniques, use of AutoCad, planning and preparing graphic presentations of complex items. Experience with DoD processes and procedures.

9. Engineering Technician I (SCA 30081)

Education: Associate's Degree in "Relevant Technical Field", Engineering Technology, or "Acceptable Education Substitution".

Experience: None.

OR

Education: High School diploma or GED.

Experience: Three (3) years of practical experience, to include: laboratory testing, manufacturing, or maintenance.

10. Engineering Technician II (SCA 30082)

Education: Associate's Degree in "Relevant Technical Field", Engineering Technology, or "Acceptable Education Substitution".

Experience: Three (3) years of practical experience, to include: laboratory testing, manufacturing, or maintenance.

OR

Education: High School diploma or GED.

Experience: Five (5) years of practical experience, to include: laboratory testing, manufacturing, or maintenance.

11. Engineering Technician III (SCA 30083)

Education: Associate's Degree in "Relevant Technical Field", Engineering Technology, or "Acceptable Education Substitution".

Experience: Ten (10) years of practical experience in "Relevant Technical Field".

Four (4) years of experience, to include: installation of such equipment. One (1) year of experience, to include: design, preparation and modification of engineering documents, and drawings. Four (4) years of experience in "Specific Projects" discipline, of which 2 must have been performed within the last 3 years. Note: Experience may be concurrent.

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12. Engineering Technician IV (SCA 30084)

Education: Associate's Degree in "Relevant Technical Field", Engineering Technology, or "Acceptable Education Substitution".

Experience: Twelve (12) years of practical experience in "Relevant Technical Field". Six (6) years of experience, to include: installation of such equipment. Two (2) years of experience, to include: design, preparation and modification of engineering documents, and drawings. Six (6) years of experience in "Specific Projects" discipline, of which 3 must have been performed within the last 5 years. Note: Experience may be concurrent.

13. Engineering Technician V (SCA 30085)

Education: Associate's Degree in "Relevant Technical Field", Engineering Technology, or "Acceptable Education Substitution".

Experience: Fourteen (14) years of practical experience in "Relevant Technical Field". Eight (8) years of experience, to include: installation of such equipment. Four (4) years of experience, to include: design, preparation and modification of engineering documents, and drawings. Eight (8) years of experience in "Specific Projects" discipline, of which 5 must have been performed within the last 7 years. Note: Experience may be concurrent.

14. Engineering Technician VI (SCA 30086)

Education: Associate's Degree in "Relevant Technical Field", Engineering Technology, or "Acceptable Education Substitution".

Experience: Sixteen (16) years of practical experience in "Relevant Technical Field". Ten (10) years of experience, to include: installation of such equipment. Six (6) of experience, to include: design, preparation and modification of engineering documents, and drawings. Ten (10) years of experience in "Specific Projects" discipline, of which 7 must have been performed within the last 9 years. Note: Experience may be concurrent.

15. Weather Observer (SCA 30620)

Education: High School Diploma or GED.

Experience: Two (2) years as a qualified weather observer for surface observations at an aviation weather facility. Experience to include: recording and dissemination of surface and rawinsonde observations; completion of forms in accordance with Federal, DoD, and World Meteorological Organization (WMO) guidelines; observation of local area surface and high altitude weather conditions; recording, transmitting, and archiving METAR, SPECI, Synoptic, AIREPS, and upper-air weather observations in support of the Global Climate Observing System; conducting weather training; maintaining climatological databases; operating data collection systems; performing quality control.

16. Weather Observer, Senior (SCA 30621)

Education: High School Diploma or GED.

Experience: Three (3) years of experience as a qualified weather observer for surface observations including two (2) years at an aviation facility. Experience to include: recording and dissemination of surface and rawinsonde observations; completion of forms in accordance with Federal, DoD, and World Meteorological Organization (WMO) guidelines; observation of local area surface and high altitude weather conditions;

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recording, transmitting, and archiving METAR, SPECI, Synoptic, AIREPS, and upper-air weather observations in support of the Global Climate Observing System; conducting weather training; maintaining climatological databases; operating data collection systems; performing quality control.

31000 SCA LABOR CATEGORIES – TRANSPORTATION/MOBILE EQUIPMENT OPERATION OCCUPATIONS

1. Truckdriver, Light (SCA 31361)

Education: High School Diploma or GED. Commercial Class A Drivers License.

Experience: None. Drives a truck to transport materials, equipment, or workers between establishments such as: manufacturing plants, freight depots, warehouses, or places of business. Driver may load/unload truck with or without help, refuel, make minor mechanical repairs, and keep truck in good working order.

2. Truckdriver, Heavy Truck (SCA 31363)

Education: High School Diploma or GED. Commercial Class A Drivers License.

Experience: Five (5) years of experience driving “straight trucks, over 4 tons, usually 10 wheels”. Driver must also have experience in loading/unloading the truck, making minor mechanical repairs, and keeping the truck in good working order.

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