



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

Z, INC.
6305 Ivy Lane, Suite 308
Greenbelt, MD 20770
(301) 585-3403
www.zfederal.com
Contract Administrator: Cynthia A. Hall, cynthia.hall@zfederal.com

Contract Number: GS-35F-453BA
Contract Period: 7/25/2014 – 7/24/2029
Business Size: Small Business

Schedule Title: Multiple Award Schedule
Federal Supply Group: Information Technology and Facilities

Pricelist current as of Modification PO-0018, effective May 30, 2024.

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

For more information on ordering go to the following website: <https://www.gsa.gov/schedules>.

CUSTOMER INFORMATION:

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

SIN	Recovery	SIN Description
54151S	54151SRC	Information Technology Professional Services
541690E	541690ERC	Energy Services
OLM	OLMRC	Order Level Materials

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

1c. If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility, and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not applicable" for this item. See Labor Category Descriptions Page 9.

2. Maximum Order: For SIN 54151S - \$500,000
For SIN 541690E - \$1,000,000
For SIN OLM - \$250,000

3. Minimum Order: \$100.00

4. Geographic Coverage: Domestic Only

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

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

7. Quantity discounts: None

8. Prompt payment terms: Net 30 Days. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions

9. Foreign items: None

10a. Time of Delivery: Specified on the Task Order

10b. Expedited Delivery: Contact Contractor

10c. Overnight and 2-day delivery: Contact Contractor

10d. Urgent Requirements: Contact Contractor

11. F.O.B Points: Destination

12a. Ordering Address: Z, INC.
ATTN: Cynthia A. Hall
6305 Ivy Lane, Suite 308
Greenbelt, MD 20770
P: (301) 585-3403 ext.333
F: (301) 495-7735
cynthia.hall@zfederal.com

12b. Ordering procedures: See Federal Acquisition Regulation (FAR) 8.405-3.

13. Payment address: Z, INC.
ATTN: Accounts Receivable
6305 Ivy Lane, Suite 308
Greenbelt, MD 20770

14. Warranty provision: Contractor's standard commercial warranty.

15. Export Packing Charges: N/A

16. Terms and conditions of rental, maintenance, and repair: N/A

17. Terms and conditions of installation: N/A

18a. Terms and conditions of repair parts: N/A

18b. Terms and conditions for any other services: N/A

19. List of service and distribution points: N/A

20. List of participating dealers: N/A

21. Preventive maintenance: N/A

22a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants: N/A

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

23. Unique Entity Identifier (UEI) Number: WJ31QJZTKTE5

24. Notification regarding registration in System for Award Management (SAM) database: Z, INC. is registered in the SAM database valid through 01/14/25.



**GSA Hourly Rates (w/IFF)
SIN 54151S**

Labor Category	Site	Year 10 7/25/2023 - 7/24/2024	Year 11 7/25/2024 - 7/24/2025	Year 12 7/25/2025 - 7/24/2026	Year 13 7/25/2026 - 7/24/2027	Year 14 7/25/2027 - 7/24/2028	Year 15 7/25/2028 - 7/24/2029
Account Manager	Customer Facility	\$236.75	\$242.65	\$248.72	\$254.93	\$261.31	\$267.84
Account Manager	Contractor Facility	\$258.40	\$264.86	\$271.48	\$278.27	\$285.22	\$292.35
Administrative Assistant	Customer Facility	\$55.08	\$56.46	\$57.87	\$59.32	\$60.81	\$62.33
Administrative Assistant	Contractor Facility	\$60.12	\$61.63	\$63.17	\$64.76	\$66.38	\$68.04
Business Analyst	Customer Facility	\$114.88	\$117.75	\$120.70	\$123.71	\$126.80	\$129.97
Business Analyst	Contractor Facility	\$125.10	\$128.22	\$131.43	\$134.71	\$138.08	\$141.53
Cyber Security Analyst	Customer Facility	\$134.34	\$137.70	\$141.15	\$144.68	\$148.29	\$152.00
Cyber Security Analyst	Contractor Facility	\$146.63	\$150.30	\$154.06	\$157.90	\$161.85	\$165.90
Data Analyst	Customer Facility	\$82.28	\$84.33	\$86.44	\$88.59	\$90.81	\$93.08
Data Analyst	Contractor Facility	\$89.90	\$92.04	\$94.34	\$96.70	\$99.11	\$101.59
Database Administrator	Customer Facility	\$115.41	\$118.30	\$121.26	\$124.29	\$127.40	\$130.58
Database Administrator	Contractor Facility	\$125.97	\$129.13	\$132.35	\$135.66	\$139.05	\$142.53
Database Analyst	Customer Facility	\$94.45	\$96.82	\$99.23	\$101.71	\$104.25	\$106.86
Database Analyst	Contractor Facility	\$126.60	\$129.76	\$133.01	\$136.33	\$139.74	\$143.23
Enterprise Architect	Customer Facility	\$183.02	\$187.59	\$192.27	\$197.08	\$202.01	\$207.05
Enterprise Architect	Contractor Facility	\$199.75	\$204.76	\$209.87	\$215.12	\$220.50	\$226.02
Junior Programmer	Customer Facility	\$82.30	\$84.35	\$86.46	\$88.62	\$90.84	\$93.11
Junior Programmer	Contractor Facility	\$89.82	\$92.06	\$94.36	\$96.72	\$99.13	\$101.61

Labor Category	Site	Year 10 7/25/2023 - 7/24/2024	Year 11 7/25/2024 - 7/24/2025	Year 12 7/25/2025 - 7/24/2026	Year 13 7/25/2026 - 7/24/2027	Year 14 7/25/2027 - 7/24/2028	Year 15 7/25/2028 - 7/24/2029
Network Engineer	Customer Facility	\$114.00	\$116.86	\$119.78	\$122.77	\$125.84	\$128.99
Network Engineer	Contractor Facility	\$124.42	\$127.54	\$130.72	\$133.98	\$137.33	\$140.77
Programmer	Customer Facility	\$102.68	\$105.26	\$107.89	\$110.59	\$113.35	\$116.18
Programmer	Contractor Facility	\$112.05	\$114.85	\$117.72	\$120.66	\$123.68	\$126.77
Programmer Analyst	Customer Facility	\$106.97	\$109.64	\$112.38	\$115.19	\$118.08	\$121.03
Programmer Analyst	Contractor Facility	\$116.76	\$119.69	\$122.68	\$125.74	\$128.89	\$132.11
Project Manager	Customer Facility	\$170.23	\$174.48	\$178.84	\$183.31	\$187.90	\$192.59
Project Manager	Contractor Facility	\$185.80	\$190.45	\$195.21	\$200.09	\$205.09	\$210.22
Senior Business Analyst	Customer Facility	\$140.50	\$144.02	\$147.62	\$151.30	\$155.08	\$158.96
Senior Business Analyst	Contractor Facility	\$153.34	\$157.16	\$161.09	\$165.12	\$169.25	\$173.48
Senior Cyber Security Analyst	Customer Facility	\$148.77	\$152.48	\$156.29	\$160.20	\$164.21	\$168.31
Senior Cyber Security Analyst	Contractor Facility	\$162.37	\$166.42	\$170.58	\$174.84	\$179.21	\$183.70
Senior Database Administrator	Customer Facility	\$166.61	\$170.76	\$175.03	\$179.41	\$183.89	\$188.48
Senior Database Administrator	Contractor Facility	\$181.84	\$186.38	\$191.03	\$195.81	\$200.71	\$205.72
Senior Database Analyst	Customer Facility	\$162.21	\$166.28	\$170.44	\$174.70	\$179.06	\$183.54
Senior Database Analyst	Contractor Facility	\$177.03	\$181.46	\$185.99	\$190.65	\$195.42	\$200.30
Senior Network Engineer	Customer Facility	\$150.26	\$154.03	\$157.87	\$161.82	\$165.87	\$170.03
Senior Network Engineer	Contractor Facility	\$164.00	\$168.10	\$172.30	\$176.61	\$181.03	\$185.55
Senior Programmer	Customer Facility	\$147.58	\$151.27	\$155.05	\$158.93	\$162.90	\$166.97

Labor Category	Site	Year 10 7/25/2023 - 7/24/2024	Year 11 7/25/2024 - 7/24/2025	Year 12 7/25/2025 - 7/24/2026	Year 13 7/25/2026 - 7/24/2027	Year 14 7/25/2027 - 7/24/2028	Year 15 7/25/2028 - 7/24/2029
Senior Programmer	Contractor Facility	\$197.83	\$202.77	\$207.84	\$213.04	\$218.37	\$223.83
Senior Programmer Analyst	Customer Facility	\$153.50	\$157.35	\$161.28	\$165.31	\$169.44	\$173.67
Senior Programmer Analyst	Contractor Facility	\$205.75	\$210.89	\$216.16	\$221.56	\$227.10	\$232.79
Senior Software Engineer	Customer Facility	\$181.85	\$186.39	\$191.04	\$195.82	\$200.72	\$205.73
Senior Software Engineer	Contractor Facility	\$198.47	\$203.43	\$208.51	\$213.72	\$219.06	\$224.54
Senior Subject Matter Expert (SME)	Customer Facility	\$184.17	\$188.78	\$193.49	\$198.33	\$203.28	\$208.36
Senior Subject Matter Expert (SME)	Contractor Facility	\$201.01	\$206.04	\$211.18	\$216.46	\$221.87	\$227.43
Senior Systems Analyst	Customer Facility	\$182.88	\$187.46	\$192.14	\$196.95	\$201.87	\$206.92
Senior Systems Analyst	Contractor Facility	\$245.31	\$251.45	\$257.73	\$264.18	\$270.79	\$277.56
Senior Systems Engineer	Customer Facility	\$179.19	\$183.68	\$188.27	\$192.98	\$197.80	\$202.75
Senior Systems Engineer	Contractor Facility	\$240.19	\$246.18	\$252.33	\$258.64	\$265.11	\$271.74
Senior Technical Writer	Customer Facility	\$96.15	\$98.56	\$101.03	\$103.56	\$106.15	\$108.80
Senior Technical Writer	Contractor Facility	\$104.94	\$107.56	\$110.25	\$113.01	\$115.83	\$118.72
Senior Training Specialist	Customer Facility	\$119.19	\$122.19	\$125.24	\$128.37	\$131.59	\$134.88
Senior Training Specialist	Contractor Facility	\$130.09	\$133.34	\$136.68	\$140.09	\$143.60	\$147.18
Software Engineer	Customer Facility	\$159.28	\$163.26	\$167.35	\$171.53	\$175.82	\$180.21
Software Engineer	Contractor Facility	\$173.85	\$178.21	\$182.66	\$187.22	\$191.91	\$196.71
Systems Engineer	Customer Facility	\$107.03	\$109.71	\$112.45	\$115.26	\$118.15	\$121.10

Labor Category	Site	Year 10 7/25/2023 - 7/24/2024	Year 11 7/25/2024 - 7/24/2025	Year 12 7/25/2025 - 7/24/2026	Year 13 7/25/2026 - 7/24/2027	Year 14 7/25/2027 - 7/24/2028	Year 15 7/25/2028 - 7/24/2029
Systems Engineer	Contractor Facility	\$116.82	\$119.74	\$122.73	\$125.80	\$128.95	\$132.17
Technical Consultant	Customer Facility	\$321.65	\$329.69	\$337.93	\$346.39	\$355.04	\$363.92
Technical Consultant	Contractor Facility	\$351.06	\$359.84	\$368.84	\$378.06	\$387.51	\$397.20

Service Contract Labor Standards: The Service Contract Labor Standards (SCLS) are applicable to this contract as it applies to the entire Consolidated MAS Schedule and all services provided. While no specific labor categories have been identified as being subject to SCLS due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CRF 541.300), this contract still maintains the provisions and protections for SCLS eligible labor categories. If and / or when the contractor adds SCLS labor categories / employees to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCLS matrix identifying the GSA labor category titles, the occupational code, SCLS labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.



**GSA Hourly Rates (w/IFF)
SIN 541690E**

Labor Category	Site	Year 10 7/25/2023 - 7/24/2024	Year 11 7/25/2024 - 7/24/2025	Year 12 7/25/2025 - 7/24/2026	Year 13 7/25/2026 - 7/24/2027	Year 14 7/25/2027 - 7/24/2028	Year 15 7/25/2028 - 7/24/2029
Cyber Subject Matter Expert (SME)	Both	\$159.87	\$163.87	\$167.97	\$172.17	\$176.47	\$180.89
Energy Industry SME I	Both	\$117.48	\$120.42	\$123.44	\$126.52	\$129.68	\$132.93
Energy Industry SME II	Both	\$182.30	\$186.85	\$191.53	\$196.31	\$201.22	\$206.25
Energy Industry Specialist	Both	\$108.83	\$111.55	\$114.34	\$117.20	\$120.13	\$123.13
Energy Research Assistant (Statistical)/Survey Analyst	Both	\$55.76	\$57.15	\$58.58	\$60.04	\$61.54	\$63.08
Energy Research Assistant/Survey Analyst	Both	\$51.35	\$52.62	\$53.94	\$55.29	\$56.68	\$58.10
Graphics/Desktop Publication Specialist II-Energy	Both	\$66.34	\$68.00	\$69.70	\$71.45	\$73.23	\$75.06
Operations Research Analyst-Energy	Both	\$132.23	\$135.54	\$138.92	\$142.40	\$145.95	\$149.60
Policy Expert - Energy	Both	\$133.93	\$137.28	\$140.72	\$144.23	\$147.84	\$151.54
Program Analyst-Energy	Both	\$112.34	\$115.15	\$118.04	\$120.99	\$124.01	\$127.11
Program Manager-Energy	Both	\$143.71	\$147.30	\$150.99	\$154.77	\$158.64	\$162.61
Senior Energy Industry Specialist	Both	\$182.20	\$186.75	\$191.42	\$196.20	\$201.11	\$206.14
Senior Software Systems Programmer/Analyst-Energy	Both	\$124.55	\$127.67	\$130.86	\$134.14	\$137.49	\$140.93
Task Order Manager-Energy	Both	\$124.86	\$127.98	\$131.18	\$134.47	\$137.83	\$141.28
Technology Subject Matter Expert (SME)	Both	\$198.75	\$203.72	\$208.81	\$214.03	\$219.38	\$224.86

Service Contract Labor Standards: The Service Contract Labor Standards (SCLS) are applicable to this contract as it applies to the entire Consolidated MAS Schedule and all services provided. While no specific labor categories have

been identified as being subject to SCLS due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CRF 541.300), this contract still maintains the provisions and protections for SCLS eligible labor categories. If and / or when the contractor adds SCLS labor categories / employees to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCLS matrix identifying the GSA labor category titles, the occupational code, SCLS labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.

Labor Category Descriptions SIN 54151S

Account Manager

Functional Responsibility: Serve as the senior manager and point of contact with the customer for all account and/or program management activities. Organize, direct, and coordinate planning and production of all account activities. Provide oral and written communications with all levels of management for planning and control of projects. Meet, formally and informally, with customer management, technical, and contracting personnel.

Minimum Experience: Twelve (12) years experience in some combination of senior management, financial, and technical positions which involved substantial responsibility and authority over one or more large, complex IT contracts.

Minimum Education: Bachelors degree in Business, Economics, Finance, Computer Science, Engineering, Mathematics, or related field. A Masters degree in a related field may be substituted for two (2) years of required experience.

Administrative Assistant

Functional Responsibility: Provide administrative support using PC skills, including, but not limited to, management reporting, financial reporting, contract administration, policies and procedures, and meetings support.

Minimum Experience: Two (2) years general administrative experience.

Minimum Education: High School diploma. A Bachelors degree may be substituted for two (2) years of required experience.

Business Analyst

Functional Responsibility: Analyze business and user needs, document requirements, and translate them into proper system requirements specifications. Provide advice on the methods to improve business processes. Coordinate and participate in feasibility studies. Consider the business implications of the application of technology to the current and future business environment.

Minimum Experience: Two (2) years experience in analysis, development, enhancement, and maintenance of customers' business systems, processes, and products.

Minimum Education: Bachelors degree or equivalent work experience. A Masters degree in a related field may be substituted for two (2) years of required experience.

Cyber Security Analyst

Functional Responsibility: Develops technical solutions, including information operations and analysis related to security intrusion analysis, systems and vulnerabilities, network security, advanced analytic tools, and data visualization techniques.

Minimum Experience: Two (2) years working experience in computer security, computer networking with TCP/IP, and network operating systems. Experience should include computer network defense and technical knowledge with intrusion detection systems.

Minimum Education: Bachelors degree or equivalent work experience. A Masters degree in a related field may be substituted for two (2) years of required experience.

Data Analyst

Functional Responsibility: Maintain accurate data in the master and control files of a database in a user environment. Identify, research, and analyze data errors or inconsistencies within a database system. Update files, generate reports, and maintain documentation.

Minimum Experience: Two (2) years experience in data analysis.

Minimum Education: Bachelors degree or equivalent work experience. A Masters degree in a related field may be substituted for two (2) years of required experience.

Database Administrator

Functional Responsibility: Develop and enforce database standards and procedures. Participate in logical and physical database design. Review system and programming designs to ensure efficient use of data resources. Maintain control programs required for accessing a database.

Minimum Experience: Two (2) years work experience in the design and integrity of database structures in a multi-user environment. Experience in logical and physical database design and the analysis of data and process requirements.

Minimum Education: Bachelors degree or equivalent work experience. A Masters degree in a related field may be substituted for two (2) years of required experience.

Database Analyst

Functional Responsibility: Participate in database projects. Provide technical expertise in the use of database management system concepts. Evaluate and recommend available DBMS products and services to support technical requirements. Define file organization, indexing methods, and security procedures for specific user applications.

Minimum Experience: Two (2) years experience in all phases of database systems analysis, design, and development, including one (1) year experience in data modeling, logical and physical database design, and/or administration of complex distributed or centralized databases.

Minimum Education: Bachelors degree or equivalent work experience. A Masters degree in a related field may be substituted for two (2) years of required experience.

Enterprise Architect

Functional Responsibility: Develop and apply state-of-the-art consulting methodologies, business models and organizational behavior models to conceptualize methods to apply business and/or technical IT products and services as strategic assets. Apply industry and enterprise knowledge to identify and recommend integrated solutions, products, and services to support the enterprise's design, development, implementation, and management of products and solutions. Provide recommendations and guidance in the design, development, implementation, and management of products and services.

Minimum Experience: Eight (8) years general IT experience, with at least four (4) years experience in formulating enterprise-wide business and/or technical IT product and/or service strategies.

Minimum Education: Bachelors degree or equivalent work experience. A Masters degree in a related field may be substituted for two (2) years of required experience.

Junior Programmer

Functional Responsibility: Develop application programs according to requirements/specifications provided. Diagnose and correct errors in code, and test and document work. Develop system and user documentation. Participate in requirements analysis and design, under supervision.

Minimum Experience: No minimum experience level required. This is an entry-level position for recent graduates with bachelors' degrees in Computer Science or related fields.

Minimum Education: Bachelors degree, with course work in computer science, mathematics, engineering, or a related field.

Network Engineer

Functional Responsibility: Design, develop, install, integrate, test, and support data/voice/video networks and links. Maintain existing data communications circuits and suggest possible enhancements. Prepare feasibility studies, cost estimates, and hardware/software evaluations and provide recommendations. Monitor and balance network performance and resource utilization. Analyze network interfaces, security, and recovery/backup requirements. Resolve user network problems.

Minimum Experience: Two (2) years experience in network engineering, analysis, and design. Has background in network operating systems, network/system integration, and a working knowledge of network topologies, protocols, and products such as hubs, bridges, routers, network interface cards, network monitoring systems, switches, etc.

Minimum Education: Bachelors degree or equivalent work experience. A Masters degree in a related field may be substituted for two (2) years of required experience.

Programmer

Functional Responsibility: Develop application programs according to requirements/specifications provided. Diagnose and correct errors in code, and test and document work. Develop system and user documentation. Participate in requirements analysis and design, under supervision.

Minimum Experience: Two (2) years experience in implementing requirements/specifications for automated information systems, using programming languages and/or database management systems with emphasis on coding, testing, documentation, and maintenance.

Minimum Education: Bachelors degree or equivalent work experience. A Masters degree in a related field may be substituted for two (2) years of required experience.

Programmer Analyst

Functional Responsibility: Participate in all phases of software development. Design and prepare technical solutions, technical reports, and documentation. Design, develop, integrate, test, and implement software/database systems. Perform quality assurance and review activities. Resolve user software problems.

Minimum Experience: Two (2) years progressive experience in software development, including applications and database analysis, design, and development on microcomputers, minicomputers, and/or mainframes. Has working knowledge of systems architecture, database management systems, and graphical user interfaces.

Minimum Education: Bachelors degree or equivalent work experience. A Masters degree in a related field may be substituted for two (2) years of required experience.

Project Manager

Functional Responsibility: Serve as the senior manager and point of contact with the customer for all contract activities. Organize, direct, and coordinate planning and production of all project activities. Provide oral and written communications with all levels of management for contract planning and control. Meet, formally and informally, with customer management, technical, and contracting personnel.

Minimum Experience: Ten (10) years experience in some combination of senior management, financial, and technical positions which involved substantial responsibility and authority over at least one large, complex IT project.

Minimum Education: Bachelors degree in Business, Economics, Finance, Computer Science, Engineering, or related field. A Masters degree in a related field may be substituted for two (2) years of required experience.

Senior Business Analyst

Functional Responsibility: Analyze business and user needs, document requirements, and translate them into proper system requirements specifications. Provide advice on the methods to improve business processes. Coordinate and participate in feasibility studies. Consider the business implications of the application of technology to the current and future business environment. Direct Business Analysts.

Minimum Experience: Five (5) years experience in analysis, development, enhancement, and maintenance of customers' business systems, processes, and products.

Minimum Education: Bachelors degree or equivalent work experience. A Masters degree in a related field may be substituted for two (2) years of required experience.

Senior Cyber Security Analyst

Functional Responsibility: Develops technical solutions, including information operations and analysis related to security intrusion analysis, systems and vulnerabilities, network security, advanced analytic tools, and data visualization techniques. Supervise Cyber Security Analysts.

Minimum Experience: Five (5) years experience in computer security, computer networking with TCP/IP, and network operating systems. Experience should include computer network defense and technical knowledge with intrusion detection systems.

Minimum Education: Bachelors degree or equivalent work experience. A Masters degree in a related field may be substituted for two (2) years of required experience.

Senior Database Administrator

Functional Responsibility: Develop and enforce database standards and procedures. Take lead in logical and physical database design. Review system and programming designs to ensure efficient use of data resources. Maintain control programs required for accessing a database. Direct Database Administrators.

Minimum Experience: Five (5) years experience in the design and integrity of database structures in a multi-user environment. Experience in logical and physical database design and the analysis of data and process requirements.

Minimum Education: Bachelors degree or equivalent work experience. A Masters degree in a related field may be substituted for two (2) years of required experience.

Senior Database Analyst

Functional Responsibility: Manage and/or develop database projects. Provide highly technical expertise in the use of database management system concepts. Evaluate and recommend available DBMS products and services to support technical requirements. Define file organization, indexing methods, and security procedures for specific user applications.

Minimum Experience: Five (5) years experience in all phases of database systems analysis, design, and development, including three (3) years experience in data modeling, logical and physical database design, and/or administration of complex distributed or centralized databases.

Minimum Education: Bachelors degree or equivalent work experience. A Masters degree in a related field may be substituted for two (2) years of required experience.

Senior Network Engineer

Functional Responsibility: Design, develop, install, integrate, test, and support data/voice/video networks and links. Maintain existing data communications circuits and suggest possible enhancements. Prepare feasibility studies, cost estimates, and hardware/software evaluations and provide recommendations. Monitor and balance network performance and resource utilization. Analyze network interfaces, security, and recovery/backup requirements. Resolve user network problems. Direct Network Engineers.

Minimum Experience: Five (5) years working experience in network engineering, analysis, and design. Has background in network operating systems, network/system integration, and a working knowledge of network topologies, protocols, and products such as hubs, bridges, routers, network interface cards, network monitoring systems, switches, etc.

Minimum Education: Bachelors degree or equivalent work experience. A Masters degree in a related field may be substituted for two (2) years of required experience.

Senior Programmer

Functional Responsibility: Develop application programs according to requirements/specifications provided. Diagnose and correct errors in code, and test and document work. Develop system and user documentation. Perform requirements analysis and design. Direct programming staff members.

Minimum Experience: Four (4) years experience in implementing requirements/specifications for automated information systems, using programming languages and/or database management systems with emphasis on coding, testing, documentation, and maintenance.

Minimum Education: Bachelors degree or equivalent work experience. A Masters degree in a related field may be substituted for two (2) years of required experience.

Senior Programmer Analyst

Functional Responsibility: Organize and manage software development projects. Participate in all phases of software development with emphasis on the analysis, design, testing, and acceptance phases. Design and prepare technical solutions, technical reports, and documentation. Design, develop, integrate, test, and implement software/database systems. Perform quality assurance and review activities. Resolve user software problems. Direct Programmer Analysts.

Minimum Experience: Four (4) years progressive experience in software development, including applications and database analysis, design, and development on microcomputers, minicomputers, and/or mainframes. Has working knowledge of systems architecture, database management systems, and graphical user interfaces.

Minimum Education: Bachelors degree or equivalent work experience. A Masters degree in a related field may be substituted for two (2) years of required experience.

Senior Software Engineer

Functional Responsibility: Perform high-level studies, systems analysis, design, evaluation, and re-engineering. Design and prepare technical solutions, technical reports, and related documents. Prepare and deliver presentations and briefings. Integrate and test hardware and software. Resolve complex user problems. Provide oral and written communications to all levels of management, as necessary. Direct Software Engineers.

Minimum Experience: Eight (8) years experience in software engineering, analysis, and design; user requirements analysis; and designing, developing, testing, and implementing software systems to include a working knowledge of microcomputer and network operating systems, database management systems, system hardware/software, telecommunications networks, and the Internet.

Minimum Education: Bachelors degree or equivalent work experience. A Masters degree in a related field may be substituted for two (2) years of required experience.

Senior Subject Matter Expert (SME)

Functional Responsibility: Provide specialized support in development of requirements and approaches. Perform broad-ranging analysis of alternative tools and methodologies. Provide review/guidance/assistance in the implementation of complex technical solutions. Analyze operations and methods to improve quality and effectiveness. Conduct specialized training for tools and methodologies with which he/she has demonstrated expertise.

Minimum Experience: Five (5) years general IT experience including a minimum of two (2) years specialized experience in some technical or subject matter area related to complex information systems or networks such that a high level of competence and the ability to solve complex problems has been demonstrated. If the particular area of expertise is new state-of-the-art technology, the subject matter experience may be less than two (2) years and more consistent with the age of the technology.

Minimum Education: Bachelors degree or equivalent work experience. A Masters degree in a related field may be substituted for two (2) years of required experience.

Senior Systems Analyst

Functional Responsibility: Plan and conduct feasibility studies, user requirements surveys and analyses. Develop system design specifications. Develop prototypes and models to test designs. Develop test plans. Analyze existing systems for improvements. Conduct system studies and design technical solutions as required. Direct/participate in development of software applications and utilities. Integrate and test software. Provide oral and written communications to all levels of management, as necessary. Direct Systems Analysts.

Minimum Experience: Five (5) years experience in all phases of systems analysis, user requirements analysis, and design and development of large computer and communications projects to include a working knowledge of operating systems, graphical user interfaces, systems architecture, and/or system/network interfaces.

Minimum Education: Bachelors degree or equivalent work experience. A Masters degree in a related field may be substituted for two (2) years of required experience.

Senior Systems Engineer

Functional Responsibility: Design, construct, test, implement, and maintain basic integrated network, hardware, and software solutions, distributed computing solutions, and physical and logical communications networks for customers. Monitor performance to identify and help resolve system infrastructure problems. Direct Systems Engineers.

Minimum Experience: Five (5) years experience in optimizing basic IT infrastructure systems which enable and support business functions. Experience includes monitoring system performance to identify and help resolve system infrastructure problems.

Minimum Education: Bachelors degree or equivalent work experience. A Masters degree in a related field may be substituted for two (2) years of required experience.

Senior Technical Writer

Functional Responsibility: Plan, prepare, coordinate, and maintain documentation of all aspects of the information systems life cycle for projects. Write, edit, and rewrite material of a technical nature. Prepare manuals, user guides, and other technical documentation.

Minimum Experience: Four (4) years technical writing/documentation experience.

Minimum Education: Bachelors Degree or equivalent work experience. A Masters degree in a related field may be substituted for two (2) years of required experience.

Senior Training Specialist

Functional Responsibility: Develop and conduct courses with prepared or developed instructional materials to educate technical and non-technical personnel. Courses may pertain to any aspect of IT, including modifications to existing systems. Direct Training Specialists.

Minimum Experience: Four (4) years general IT experience, including three (3) years specialized experience as an IT class instructor.

Minimum Education: Bachelors degree or equivalent work experience. A Masters degree in a related field may be substituted for two (2) years of required experience.

Software Engineer

Functional Responsibility: Perform high-level studies, systems analysis, design, evaluation, and re-engineering. Design and prepare technical solutions, technical reports, and related documents. Prepare and deliver presentations and briefings. Integrate and test hardware and software. Resolve complex user problems. Provide oral and written communications to all levels of management, as necessary.

Minimum Experience: Four (4) years experience in software engineering, analysis, and design; user requirements analysis; and designing, developing, testing, and implementing software systems to include a working knowledge of microcomputer and network operating systems, database management systems, system hardware/software, telecommunications networks, and the Internet.

Minimum Education: Bachelors degree or equivalent work experience. A Masters degree in a related field may be substituted for two (2) years of required experience.

Systems Engineer

Functional Responsibility: Participate in the design, construction, testing, implementation, and maintenance of basic integrated network, hardware, and software solutions, distributed computing solutions, and physical and logical communications networks for the customer. Monitor performance to identify and help resolve system infrastructure problems.

Minimum Experience: Two (2) years experience in optimizing basic IT infrastructure systems which enable and support business functions. Experience includes monitoring system performance to identify and help resolve system infrastructure problems.

Minimum Education: Bachelors degree or equivalent work experience. A Masters degree in a related field may be substituted for two (2) years of required experience.

Technical Consultant

Functional Responsibility: Provide specialized support in development of requirements and approaches. Perform broad-ranging analysis of alternative tools and methodologies. Provide review/guidance/assistance in the implementation of complex technical solutions. Analyze operations and methods to improve quality and effectiveness. Conduct specialized training for tools and methodologies with which he/she has demonstrated expertise.

Minimum Experience: Five (5) years general experience, including a minimum of two (2) years of specialized experience in some technical area of complex information systems or networks such that a high level of competence and the ability to solve complex problems has been demonstrated. If the particular area of expertise is new state-of-the-art technology, the specialized experience may be less than two (2) years and more consistent with the age of the technology.

Minimum Education: Bachelors degree or equivalent work experience. A Masters degree in a related field may be substituted for two (2) years of required experience.

Experience & Degree Substitution Equivalencies

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

Labor Category	Standard Qualifications		Substitution				
	Min Edu	Min Exp	PhD	Masters	Bachelors	Associates	High School
Account Manager	Bachelors	12	8	10	12	14	16
Administrative Assistant	High School	2	0	0	0	0	2
Business Analyst	Bachelors	2	0	0	2	4	6
Cyber Security Analyst	Bachelors	2	0	0	2	4	6
Data Analyst	Bachelors	2	0	0	2	4	6
Database Administrator	Bachelors	2	0	0	2	4	6
Database Analyst	Bachelors	2	0	0	2	4	6
Enterprise Architect	Bachelors	8	4	6	8	10	12
Junior Programmer	Bachelors	0	0	0	0	2	4
Network Engineer	Bachelors	2	0	0	2	4	6
Programmer	Bachelors	2	0	0	2	4	6
Programmer Analyst	Bachelors	2	0	0	2	4	6
Project Manager	Bachelors	10	6	8	10	12	14
Senior Business Analyst	Bachelors	5	1	3	5	7	9
Senior Cyber Security Analyst	Bachelors	5	1	3	5	7	9
Senior Database Administrator	Bachelors	5	1	3	5	7	9
Senior Database Analyst	Bachelors	5	1	3	5	7	9
Senior Network Engineer	Bachelors	5	1	3	5	7	9
Senior Programmer	Bachelors	4	0	2	4	6	8

Senior Programmer Analyst	Bachelors	4	0	2	4	6	8
Senior Software Engineer	Bachelors	8	4	6	8	10	12
Senior Subject Matter Expert (SME)	Bachelors	5	1	3	5	7	9
Senior Systems Analyst	Bachelors	5	1	3	5	7	9
Senior Systems Engineer	Bachelors	5	1	3	5	7	9
Senior Technical Writer	Bachelors	4	0	2	4	6	8
Senior Training Specialist	Bachelors	4	0	2	4	6	8
Software Engineer	Bachelors	4	0	2	4	6	8
Systems Engineer	Bachelors	2	0	0	2	4	6
Technical Consultant	Bachelors	5	1	3	5	7	9

Labor Category Descriptions

SIN 541690E

Cyber Subject Matter Expert

Functional Responsibilities: Must demonstrate comprehensive knowledge of cybersecurity in advanced manufacturing or related clean energy technology or related advanced energy research. Understanding of information on relevant monitoring and control technologies to protect the electric grid from cyber-attacks and information on the enhanced resilience capabilities of a modernized electric grid. Experience performing advanced energy analysis and technical research for technologies related to cybersecurity. Ability to translate security requirements into technical designs/solutions. Provide information assurance for responding to external auditor requests and address findings resulting from internal/external security assessment activities.

Minimum Experience: Seven (7) years experience

Minimum Education: Masters Degree in related discipline

Energy Industry SME I

Functional Responsibilities: 5 years' experience in one or more specific area of the energy industry, such as resource development, production and processing including resource availability methods and problems inherent in exploration, and reserve development and depletion; distribution, market demand, environmental factors, or other economic factors that impact the industry. Peer recognized, leading knowledge and understanding of current domestic and international economies and energy market elements such as developing demand growth, existing and emerging technologies, institutional industry structure and practices, pertinent legislation and regulation, and other market shaping factors related to the Energy Industry Expert's energy market specialty. Recognized research or industry experience applying or extending mathematics, statistics, and economic principles to develop innovative perspectives and/or pioneering models, and other tools for analyzing and forecasting aspects of energy markets. Demonstrated experience identifying new energy data sources or new combinatorial or statistical methods to improve or expand the utility of existing sources. Superior analytical and communication skills demonstrated in the authoring of recent (within the past five years) analytical reports; refereed journal articles; or books relating to the technical, statistical, or economic aspects of the energy industry.

Minimum Experience: Five (5) years experience

Minimum Education: Masters Degree, a PhD in a related field may be substituted for two (2) years of required experience.

Energy Industry SME II

Functional Responsibilities: 7 years' experience, and recognition among industry peers as a leading expert, in one or more specific area of the energy industry, such as resource development, production and processing including resource availability methods and problems inherent in exploration, and reserve development and depletion; distribution, market demand, environmental factors, or other economic factors that impact the industry. Peer recognized, leading knowledge and understanding of current domestic and international economies and energy market elements such as developing demand growth, existing and emerging technologies, institutional industry structure and practices, pertinent legislation and regulation, and other market shaping factors related to the Energy Industry Expert's energy market specialty. Recognized research or industry experience applying or extending mathematics, statistics, and economic principles to develop innovative perspectives and/or pioneering models, and other tools for analyzing and forecasting aspects of energy markets. Demonstrated experience identifying new energy data sources or new combinatorial or statistical methods to improve or expand the utility of existing sources. Superior analytical and communication skills demonstrated in the authoring of recent (within the past five (5) years) analytical reports; refereed journal articles; or books relating to the technical, statistical, or economic aspects of the energy industry.

Minimum Experience: Seven (7) years experience

Minimum Education: PhD

Energy Industry Specialist

Functional Responsibilities: Demonstrated analytical capability in a least one specific area of the energy industry, such as resource development, production and processing including resource availability, methods and problems inherent in exploration, and reserve development and depletion; distribution, market demand, environmental factors, or other economic factors that impact on these aspects of the energy industry. Understanding of current trends and issues in domestic and international economies and energy markets including elements such as developing demand growth, existing and emerging technologies, industry practices, pertinent legislation and regulation, and other market shaping factors. Demonstrated experience applying industry knowledge with mathematics, statistics, and economic principles to help develop assumptions, models, and other tools for analyzing and forecasting aspects of energy markets. Demonstrated experience collecting and validating energy and related data, analyzing data for statistical quality, and documenting sources. Analytical and communication skills demonstrated in the contribution to a recent (within the past five (5) years) analytical report or refereed journal article relating to the technical, statistical, or economic aspects of the energy industry.

Minimum Experience: Three (3) years experience

Minimum Education: Bachelors Degree in related field. A Masters degree in a related field may be substituted for two (2) years of required experience.

Energy Research Assistant (Statistical)/Survey Analyst

Functional Responsibilities: Experience applying statistical methods to energy survey and/or information processing systems including frame maintenance; data research, editing, analysis and interpretation; and in researching energy industry information. Understanding of energy requisite statistical theory and project experience involving the analysis of statistical sample design, survey data editing and quality control, estimation, imputation, and time-series and other energy market data analysis. Experience applying the above statistical techniques/methods to energy industry surveys and data analysis projects comparable to those described in the PWS. Demonstrated ability to develop and apply innovative data analysis methodologies to meet unusual data sets. Experience developing purpose appropriate statistical approaches and analyzing data using statistical techniques such as measurement of central tendency, dispersion, skewness, sampling error, simple and multiple correlation, linear and multiple regression, analysis of variance, and tests of significance. Experience in the use and application of statistics and of statistical software packages such as Python, AIMMS, EViews, SAS, EXCEL or similar software with comparable statistical analysis functionality. Experience with document processing and data entry including survey response tracking and entering data using custom built PC application software; editing, coding, and checking information for completeness, consistency, and quality; correcting errors and resolving survey reporting issues. Experience planning, training, directing, and reviewing the activities of data entry staff. Good oral, written, and graphic communication skills demonstrated in the contribution to survey reports, analytical reports, and/or statistical findings published in refereed journals relating to the technical, statistical, or economic aspects of surveys or statistical analysis of the energy industry and in conducting data clarification and quality contacts with survey respondents.

Minimum Experience: Two (2) years experience

Minimum Education: Bachelors Degree in related field. A Masters degree in a related field may be substituted for two (2) years of required experience

Energy Research Assistant/Survey Analyst

Functional Responsibilities: Experience applying statistical methods to survey or information processing systems including frame maintenance; data research, editing, analysis and interpretation; and in researching energy industry information.

Minimum Experience: One (1) year experience

Minimum Education: Bachelors Degree in related field. A Masters degree in a related field may be substituted for two (2) years of required experience.

Graphics/Desktop Publication Specialist II-Energy

Functional Responsibilities: Experience designing and using word processing, desktop publishing, and computer graphics packages to produce printed and Web products intended to disseminate technical information and data generated by technical subject matter analysts. Broad understanding of energy sector data dissemination representation. Experience related to the production and publication of energy industry reports and analysis products similar to the technical reports and analysis products. Experience in the planning, preparation, and use of energy photographs, illustrations, drawings, and other artwork, charts, slides, diagrams, maps, graphs, overlays, and other visual materials for use in communicating information through graphics. Experience with a variety of computer-based graphics design and production software suites and tools. Knowledge of and professional experience with web products. Strong oral and written communication skills.

Minimum Experience: Two (2) years experience

Minimum Education: Bachelors Degree in Art/Computer Graphics or a related field. A Masters degree in a related field may be substituted for two (2) years of required experience.

Operations Research Analyst-Energy

Functional Responsibilities: Demonstrated thorough understanding of scientific principles and theories underlying operations research. Demonstrated strong knowledge of quantitative analyses methods including linear and non-linear programs, matrix algebra, simulation methods, etc. Demonstrated experience evaluating energy market data quality and, where applicable, developing solutions to resolve quality issues. Demonstrated strong capability and experience in integrating an understanding of energy market systems and issues, quantitative analysis methods, and computer programming to design and develop mathematical models of energy market systems and to analyze model results to confirm that they accurately capture the modeled market behavior. Excellent oral, written, and graphic communication skills and abilities in the preparation of papers and reports related to the systematic analysis of the production of energy information. Demonstrated computer applications programming experience such as Python, AIMMS, Oracle, SQL, Visual Basic, FORTRAN, or comparable high-level languages.

Minimum Experience: Three (3) years experience, two (2) years of which involved research or systems analysis related to energy markets and issues

Minimum Education: Bachelors Degree, Operations Research, Mathematics, Statistics, or related discipline. A Masters degree in a related field may be substituted for two (2) years of required experience.

Policy Expert-Energy

Functional Responsibilities: Experience providing policy and strategic advisory on energy activities. Experience assessing policy implications. Strong policy background with knowledge of the federal energy policy landscape, key stakeholders, energy data, and technologies. Demonstrated ability to effectively collaborate and achieve results across multiple partnerships and agendas. Conduct policy, technical, and financial analysis of relevant energy issues. Understanding energy-related regulatory processes within regional and federal energy-related organizations. Experience designing new business processes to implement changes in legislation and collaborating with other stakeholders of diverse backgrounds and interests to inform business processes. Experiencing exploring complex problems, work to raise public awareness, and recommend solutions to influence government action.

Minimum Experience: Six (6) years experience

Minimum Education: Masters Degree in related discipline

Policy Analyst-Energy

Functional Responsibilities: Experience providing management assistance in programmatic energy planning, policy development, and support consistent with Federal and State laws, rules, and accepted departmental policies. Understanding of energy sector measurements, Energy Use analysis, energy models. Evaluate program metrics and performance to identify system trends and opportunities for improvement. Excellent mathematical abilities. Logical and analytical thinking skills.

Minimum Experience: Seven (7) years experience

Minimum Education: Bachelors Degree in related field

Program Manager-Energy

Functional Responsibilities: Proven Technical experience in Energy sector (renewable) and economic analysis and research and large-scale energy statistical surveys. Broad Understanding of National Energy Sectors. Experience leading and directing an interdisciplinary projects/contracts, including project planning; budgeting and cost monitoring; quality surveillance and problem resolution; on schedule delivery of products and services and activity status reporting; and staff recruiting, hiring, and staff development. Such experience must include leading and directing multiple, complex tasks simultaneously. Extensive knowledge of the administrative policies of employer and of the Federal Acquisitions Regulations and the Federal Government budgeting process. Ability to work and effectively communicate with the wide range of expected participants on this Contract; including Contracting Officer, Contracting Officer's Representative(s), Contracting Officer Technical Representative(s), technical managers, contractor and subcontractor task managers, staff, and others. Ability to assemble and lead the full range of technical and administrative staff necessary to accomplish the full spectrum of work to be performed under this Contract. Demonstrated ability to approach projects with a focus toward process improvement and introducing innovative solutions. Sound technical experience in Energy or economic analysis and forecasting utilizing complex models. Excellent oral and written communications skills.

Minimum Experience: Ten (10) years experience with five (5) years project management experience on Federal Government contracts, Project Management Institute (PMI) Certificate as a Project Management Professional (PMP) or Equivalent Certification

Minimum Education: Masters Degree, a PhD in a related field may be substituted for two (2) years of required experience.

Senior Energy Industry Specialist

Functional Responsibilities: Demonstrated analytical capability in a least one specific area of the energy industry, such as resource development, production and processing including resource availability methods and problems inherent in exploration, and reserve development and depletion; distribution, market demand, environmental factors, or other economic factors that impact the industry. Advanced knowledge and understanding of current trends and issues in domestic and international economies and energy markets including elements such as developing demand growth, existing and emerging technologies, industry practices, pertinent legislation and regulation, and other market factors. Demonstrated experience applying industry knowledge with mathematics, statistics, and economic principles to develop assumptions, models, and other tools for analyzing and forecasting aspects of energy markets. Demonstrated experience identifying and evaluating energy data sources, collecting and validating energy and related data, performing statistical data analysis, and documenting sources. Advanced analytical and communication skills demonstrated in the preparation of recent (within the past five (5) years) analytical reports or refereed journal articles relating to the technical, statistical, or economic aspects of the energy industry.

Minimum Experience: Seven (7) years experience. Two (2) years experience managing or directing interdisciplinary tasks or projects with supervisory responsibility. For oil and gas industry-focused specialists; at least five (5) years experience in a least one area of the oil and gas industry including analysis and projection activities related to wellhead supply and prices, distribution, pipeline capacity, consumption, and institutional characteristics of the market. For electricity industry-focused specialists; at least five (5) years experience in at least one area of the electric industry including electric utility rates and regulations, life cycle costing, non-utility generation, carbon pricing, and other pertinent factors that impact the electric industry.

Minimum Education: Masters Degree related to Energy Industry. A PhD in a related field may be substituted for two (2) years of required experience.

Senior Software Systems Programmer/Analyst-Energy

Functional Responsibilities: Responsible for systems analysis and applications programming on complex energy databases and energy modeling/analysis application development projects.

Minimum Experience: Seven (7) years experience

Minimum Education: Masters Degree related field, a PhD in a related field may be substituted for two (2) years of required experience.

Task Order Manager-Energy

Functional Responsibilities: Experience managing projects including the following activities: project planning; budgeting and cost monitoring; quality surveillance and problem resolution; on schedule delivery of products and services and activity status reporting; and staff recruiting, hiring, and staff development. Knowledge of the administrative policies of employer and of the Federal Acquisitions Regulations and Federal Government budgeting processes. Demonstrated ability to effectively manage a diverse technical staff. Also, the ability to work effectively with the various participants on this Contract, including Contracting Officer, Contracting Officer's Representative(s), Contracting Officer Technical Representative(s), technical managers, contractor(s) and subcontractor task managers, staff, and others. Project management experience with an emphasis on processes improvement. Knowledge and experience in energy market analysis, modeling and forecasting, data integration, service, and product dissemination. Excellent oral and written communications skills.

Minimum Experience: Five (5) years experience, including three (3) years project management experience on Federal Government contracts

Minimum Education: Bachelors Degree, a Masters degree in a related field may be substituted for two (2) years of required experience.

Technology Subject Matter Expert (SME)

Functional Responsibilities: Peer recognized, leading knowledge, and understanding of current domestic and international economies and energy market elements such as developing demand growth, existing and emerging technologies, institutional industry structure and practices, pertinent legislation and regulation, and other market shaping factors related to the Energy Industry Expert's energy market specialty. Recognized design and development of emerging technologies experience applying or extending mathematics, statistics, and economic principles to develop innovative perspectives and/or pioneering models, and other tools support energy systems. Demonstrated experience identifying emerging energy technologies or methodologies through extensive research, technical assessments, and policy recommendations. Superior technical skills devising, evaluating, and recommending new methodologies and analytical tools under various stages of development relating to the technical, statistical, or economic aspects of the energy industry.

Minimum Experience: Seven (7) years experience, and recognition among industry peers as a leading expert, in one or more specific area of the energy industry, such as technology development, production and processing, methodologies, emerging technologies.

Minimum Education: PhD in related discipline

Experience & Degree Substitution Equivalencies

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

Labor Category	Standard Qualifications		Substitution				
	Min Edu	Min Exp	PhD	Masters	Bachelors	Associates	High School
Cyber Subject Matter Expert	Masters	7	5	7	9	11	13
Energy Industry SME I	Masters	5	3	5	7	9	11
Energy Industry SME II	PhD	7	7	9	11	13	15
Energy Industry Specialist	Bachelors	3	0	1	3	5	7
Energy Research Assistant (Statistical) / Survey Analyst	Bachelors	2	0	0	2	4	6
Energy Research Assistant / Survey Analyst	Bachelors	1	0	0	1	3	5
Graphics / Desktop Publication Specialist II-Energy	Bachelors	2	0	0	2	4	6
Operations Research Analyst-Energy	Bachelors	3	0	1	3	5	7
Policy Expert-Energy	Masters	6	4	6	8	10	12
Policy Analyst-Energy	Bachelors	7	3	5	7	9	11
Program Manager-Energy	Masters	10	8	10	12	14	16
Senior Energy Industry Specialist	Masters	7	5	7	9	11	13
Senior Software Systems Programmer / Analyst-Energy	Bachelors	7	3	5	7	9	11
Task Order Manager-Energy	Bachelors	5	1	3	5	7	9
Technology Subject Matter Expert (SME)	PhD	7	7	9	11	13	15