Appendix D : Pricing Schedule

Agreement between the New York State Office of General Services and
Spruce Technology, Inc. d/b/a Spruce Technology Group
for Project Based Information Technology Consulting Services

Contract Number: PB045AA

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Sheet #1: Pricing Schedule

Authorized Users please note the following:

A competitive Mini-Bid is required for every transaction under this Centralized Contract.
(Section 5.1 of the Contract)

The Contractor acknowledges that any mini-bid under this Centralized Contract which includes pricing in excess of the "maximum Not-To-Exceed price" shall be rejected by the Authorized User.
(Sections 4.4 and 6.9 of the Contract)

Price increases will only apply to the OGS Centralized Contracts and shall not be applied retroactively to Authorized User Agreements or any Mini-bids already submitted to an Authorized User.
(Section 4.23 of the Contract)

When provided for in the Mini-Bid and resultant Authorized User Agreement, an Authorized User may reimburse travel expenses. All rules and regulations associated with this travel can be found at http://osc.state.ny.us/agencies/travel/travel.htm. In no case will any travel reimbursement be paid that exceeds these rates. All travel will be paid only as part of a deliverable specified within the Authorized User Agreement and must be billed with that associated Invoice with receipts attached.
(Section 6.10 of the Contract)

APPENDIX D: PRICING SCHEDULE

CONTRACTOR NAME:	Spruce Technology, Inc. d/b/a Spruce Technology Group
FEDERAL ID:	20-5656502
NYS VENDOR ID:	1100124930
CONTRACT NUMBER:	PB045AA
DATE PRICELIST APPROVED BY OGS:	10/27/2015; Added Titles 10/16/2019

Item Number	SKU	Job Title	Job Description	Minimum Education / Certification Level	Minimum Years of Experience	NYS Contract Price (Not to Exceed Hourly Rate, Exclusive of Travel)
1	ST0001	Business Analyst I	Position Description: Compiles and analyzes business and/or financial information for an organization. Develops integrated revenue/expense analyses, projections, reports, and presentations. Creates and analyzes monthly, quarterly, and annual reports and ensures financial information has been recorded accurately. Identifies trends and developments in competitive environments and presents findings to senior management. Performs financial forecasting and reconciliation of internal accounts. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Typically reports to a supervisor or manager.	Requires a bachelor's degree.	Requires at least 1 year of experience in the field or a related area.	$78.99

			Position Description			
2	ST0002	Business Analyst II	Position Description: Compiles and analyzes business and/or financial information for an organization. Develops integrated revenue/expense analyses, projections, reports, and presentations. Creates and analyzes monthly, quarterly, and annual reports and ensures financial information has been recorded accurately. Identifies trends and developments in competitive environments and presents findings to senior management. Performs financial forecasting and reconciliation of internal accounts. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Some degree of creativity and latitude is expected. Typically reports to a supervisor.	Requires a bachelor's degree	Requires at least 3 years of experience in the field or in a related area.	$103.67
3	ST0003	Business Intelligence Specialist I	Position Description: Responsible for leading the strategic design and maintenance of business intelligence applications. Identifies, researches, and resolves technical problems. Ensures that the use of business intelligence applications enhances business decision making capabilities. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Typically reports to a supervisor or manager.	Requires a bachelor's degree	Requires at least 1 year of experience in the field or in a related area.	$64.18

| 4 | ST0004 | Business Intelligence Specialist II | Position Description: Responsible for leading the strategic design and maintenance of business intelligence applications. Identifies, researches, and resolves technical problems. Ensures that the use of business intelligence applications enhances business decision making capabilities. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. Works under general supervision. A certain degree of creativity and latitude is required. Typically reports to a supervisor or manager. | Requires a bachelor's degree | Requires at least 3 years of experience in the field or a related area. | $96.76 |
| 5 | ST0005 | Business Systems Analyst I | Position Description: Designs new IT solutions to improve business efficiency and productivity. Works closely with client to examine existing business models and flows of data, discuss findings with the client, and design an appropriate improved IT solution. Acts as liaison between the client and the developers. Works closely with the client team to implement the solution.Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Typically reports to a supervisor or manager. | Requires a bachelor's degree in area of specialty | Requires at least 1 year of experience in the field or in a related area. | $74.05 |

| 6 | ST0006 | Configuration Management Analyst/DBA I | Position Description: Analyzes changes of product design to determine the effect on the end product design and function and determines and prepares documentation necessary for change. Coordinates with customers and manufacturers to determine a process for change reporting. Reviews released engineering change data and changes documenting activities to ensure adherence to configuration management procedures and policies. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. Works under general supervision. A certain degree of creativity and latitude is required. Typically reports to a supervisor or manager. | Requires a bachelor's degree in area of specialty | Requires at least 1 year of experience in the field or in a related area. | $88.86 |
| 7 | ST0007 | Configuration Management Analyst/DBA II | Position Description: Analyzes changes of product design to determine the effect on the end product design and function and determines and prepares documentation necessary for change. Coordinates with customers and manufacturers to determine a process for change reporting. Reviews released engineering change data and changes documenting activities to ensure adherence to configuration management procedures and policies. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. Works under general supervision. A certain degree of creativity and latitude is required. Typically reports to a supervisor or manager. | Requires a bachelor's degree in area of specialty | Requires at least 3 years of experience in the field or in a related area. | $123.42 |

| 8 | ST0008 | Database Administrator I | "Position Description: Develops, implements, administers, and maintains policies and procedures for ensuring the security and integrity of the company database. Implements data models, database designs, data access and table maintenance codes. Resolves database performance and capacity issues, and replication and other distributed data issues. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a manager. | Requires a bachelor's degree or 3 years experience in field or in related area | Requires at least 1 year of experience in the field or in a related area. | $78.99 |
| 9 | ST0009 | Engineering Consultant (Managerial) | Position description: Participates in client project teams to help firm deliver services to clients. Serves primarily a managerial role, contributing technical expertise where necessary. Coordinates efforts and activities of other project team members including other disciplines and specialties to ensure effective project delivery. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May provide consultation on complex projects and is considered to be the top level contributor/specialist. A wide degree of creativity and latitude is expected. Typically reports to head of a unit/department. | Requires a bachelor's degree | Requires at least 8 years of experience in the field. | $103.67 |

| 10 | ST0010 | ERP Analyst | Position description: Assists with the development and maintenance of the Enterprise Resource Planning (ERP) program. Customizes and configures workflow to allow the integration of client/server applications. Tests ERP layout to ensure the system is meeting corporate needs. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a supervisor or manager. | Requires a bachelor's degree | Requires at least 4 years of experience in the field or in a related area. | $123.42 |
| 11 | ST0011 | Implementation Analyst II | Position description: Becomes an expert of the software developed by a particular company. Runs usability tests on software. Creates documentation to accompany software. Assists client with software implementation, including installation and training. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department. | Requires a bachelor's degree | Requires at least 8 years of experience in the field. | $98.74 |

12	ST0012	Lead Programmer/Developer	Position description: Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and documenting programs. Codes software applications to adhere to designs supporting internal business requirements or external customers. Standardizes the quality assurance procedure for software. Oversees testing and develops fixes. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May provide consultation on complex projects and is considered to be the top level contributor/specialist. Typically reports to a manager or head of a unit/department.	Requires a bachelor's degree	Requires at least 10 years of experience in the field or in a related area.	$103.67
13	ST0013	Lead Technology/Data Architect I	Position Description: Designs and builds relational databases for data storage or processing. Develops strategies for warehouse implementation, data acquisition, and archive recovery. Cleans and maintains the database by removing and deleting old data. May evaluate new data sources for adherence to the organization's quality standards and ease of integration. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required.	Requires a bachelor's degree	Requires at least 2 years of experience in the field or in a related area.	$118.48

			Position Description	Education	Experience	Rate
14	ST0014	Network/Systems Administrator I	Position Description: Sets up, configures, and supports internal and/or external networks. Develops and maintains all systems, applications, security, and network configurations. Troubleshoots network performance issues and creates and maintains a disaster recovery plan. Recommends upgrades, patches, and new applications and equipment. Provides technical support and guidance to users. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Typically reports to a supervisor or manager.	Requires a bachelor's degree	Requires at least 1 year of experience in the field or in a related area.	$88.86
15	ST0015	Programmer/Developer I	Position description: Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and documenting programs. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a project leader or manager.	Requires an Associate's degree in computer sciences, information technology, or related field.	Requires at least 1 year of experience in the field.	$83.92
16	ST0016	Programmer Developer II	Position Description: Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and documenting programs. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required.	Requires an Associate's degree in computer sciences, information technology or a related field of study.	Requires at least 3 years of experience in the field.	$103.67

			Position Description			
17	ST0017	Programmer Developer III	Position Description: Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and documenting programs. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.	Requires an Associate's degree in computer sciences, information technology or a related field of study.	Requires at least 6 years of experience in the field.	$127.37
18	ST0018	Project Manager I	Position Description: Responsible for the coordination and completion of projects. Oversees all aspects of projects. Sets deadlines, assigns responsibilities, and monitors and summarizes progress of project. Prepares reports for upper management regarding status of project. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.	Requires a bachelor's degree	Requires at least 7 years of experience in the field or in a related area.	$98.74
19	ST0019	Project Manager II	Position Description: Responsible for the coordination and completion of projects. Oversees all aspects of projects. Sets deadlines, assigns responsibilities, and monitors and summarizes progress of project. Prepares reports for upper management regarding status of project. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.	Requires a bachelor's degree.	Requires at least 10 years of experience in the field or in a related area.	$128.36

			Position Description			
20	ST0020	QA Analyst I	Position Description: Develops, publishes, and implements test plans. Writes and maintains test automation. Develops quality assurance standards. Defines and tracks quality assurance metrics such as defect densities and open defect counts. Must have a working knowledge of quality assurance methodologies. Familiar with Microsoft, Linux, UNIX and/or Solaris environments. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. Works under general supervision; typically reports to a manager. A certain degree of creativity and latitude is required.	Requires a bachelor's degree	Requires at least 3 years of experience coding in C, C++, Java or other applicable language	$69.11
21	ST0021	Senior Data/Technology Architect I	Position Description: Designs and builds relational databases for data storage or processing. Develops strategies for warehouse implementation, data acquisition, and archive recovery. Cleans and maintains the database by removing and deleting old data. May evaluate new data sources for adherence to the organization's quality standards and ease of integration. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.	Requires a bachelor's degree	Requires at least 5 years of experience in the field or in a related area.	$92.81

| 22 | ST0022 | Specialist I | Position description: Participates in IT projects as a specialist in a specified technology. Responsible for implementing part or all of a technical solution to a client. Understands a broad spectrum of technology in order to provide detailed technical designs that meet customer requirements. Often leads small to medium technical projects. Provides technical support and input on the application of technology to a defined business segment. Provides advice on solution and integration opportunities to defined segments. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department. | Requires a bachelor's degree | Requires at least 4 years of experience in the specialty. | $83.92 |
| 23 | ST0023 | Specialist II | Position description: Participates in IT projects as a specialist in a specified technology. Responsible for implementing part or all of a technical solution to a client. Understands a broad spectrum of technology in order to provide detailed technical designs that meet customer requirements. Often leads small to medium technical projects. Provides technical support and input on the application of technology to a defined business segment. Provides advice on solution and integration opportunities to defined segments. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department. | Requires a bachelor's degree | Requires at least 7years of experience in the specialty. | $118.48 |

24	ST0024	Subject Matter Expert I	Position description: Understands, articulates, and implements best practices related to their area of expertise. May lead or be an active participant of a work-group with the need for specialized knowledge. Provides guidance on how their area of capability can resolve an organizational need, and actively participates in all phases of the software development life cycle. Responsible for defining business requirements and recommending a technical approach to meet those needs. Reviews technical documentation, such as user guides, training manuals, and system specifications, prior to distribution to end-users, and ensures their subject area is accurately represented. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May provide consultation on complex projects and is considered to be the top level contributor/specialist. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.	Requires a bachelor's degree	Requires at least 5 years' experience in the field.	$113.55
25	ST0025	Tech Architect/Network Security Systems	Position description: Ensures security of computer networks by planning and implementing proper coding, firewalls, and secure user procedures. Identifies potential information and network security risks and vulnerabilities. Provides consultation on possible solutions to mitigate risks and enhance security. Educates network users on proper security methods and creation of security protocols.	Requires a bachelor's degree. 4-6 years' work experience may sometimes substitute for degree.	Requires at least 1 year of experience in the field.	$96.76
Additional Titles Added 10/11/2019						

26	ST0026	Data Analyst I	Reviews, evaluates, designs, implements and maintains company database(s). Identifies data sources, constructs data decomposition diagrams, provides data flow diagrams and documents the process. Writes codes for database access, modifications, and constructions including stored procedures. Provides entry level expertise in information modeling, requirement analysis and facilitation using methodologies such as Integrated Definition (IDEF) or related techniques. Performs analysis to develop fully attributed logical information (data) and business process models following IDEF methodologies. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required.	May require a bachelor's degree (or equivalent experience)	1 year	$78.40
27	ST0027	Database Administrator II	Develops, implements, administers, and maintains policies and procedures for ensuring the security and integrity of the company database. Implements data models, database designs, data access and table maintenance codes. Resolves database performance and capacity issues, and replication and other distributed data issues. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. Works under general supervision. A certain degree of creativity and latitude is required. Typically reports to a manager.	May require a bachelor's degree (or equivalent experience)	4 years	$137.20

28	ST0028	Help Desk Technician	May require an associate's degree in a related area and 0-2 years of experience in the field or in a related area. Provides support to end users on a variety of issues. Identifies, researches, and resolves technical problems. Responds to telephone calls, email and personnel requests for technical support. Documents, tracks and monitors the problem to ensure a timely resolution. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor or manager.	May require an associate's degree (or equivalent experience)	0-2 years	$56.98
29	ST0029	Information Security Specialist I	Analyzes and defines security requirements for Multilevel Security (MLS) issues. Designs, develops, engineers, and implements solutions to MLS requirements. Gathers and organizes technical information about an organization's mission, goals and needs, existing security products, and ongoing programs in the MLS arena. Performs risk analyses which also includes risk assessment, mitigation and contingency planning. Maintains systems to protect data from unauthorized users. Identifies, reports, and resolves security violations. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Typically reports to a supervisor or manager.	May require a bachelor's degree; master's degree or relevant certification often desired (or equivalent experience)	2 years	$98.00

| 30 | ST0030 | Infrastructure Specialist | Responsible for designing and implementing information systems which will adequately support the enterprise infrastructure of the organization. Analyzes system requirements and ensures that systems will offer security and will be effectively integrated with current applications. Ensures that all systems are working at optimal levels and offers support to application development department regarding new technologies and system requirements. Has thorough knowledge of infrastructure, application programming, and web and software applications. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to top management. | May require a bachelor's degree; master's degree or relevant certification often desired (or equivalent experience) | 4-6 years | $146.80 |
| 31 | ST0031 | Network Engineer | Assists in the development and maintenance of network communications. Uses knowledge of LAN/WAN systems to help design and install internal and external networks. Tests and evaluates network systems to eliminate problems and make improvements. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager. | May require a bachelor's degree (or equivalent experience) | 5 years | $127.40 |

| 32 | ST0032 | Network/Systems Administrator II | Requires at least 4 years of experience. Position Description: supports internal and/or external networks. Develops and maintains all systems, applications, security, and network configurations. Troubleshoots network performance issues and creates and maintains a disaster recovery plan. Recommends upgrades, patches, and new applications and equipment. Provides technical support and guidance to users. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. Works under general supervision. A certain degree of creativity and latitude is required. Typically reports to a supervisor or manager. | May require a bachelor's degree (or equivalent experience) | 4 years | $139.16 |
| 33 | ST0033 | Programmer/Developer IV | Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and documenting programs. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department. | May require a bachelor's degree; master's degree or relevant certification often desired (or equivalent experience) | 8 years | $134.51 |

| 34 | ST0034 | Project Manager III | Requires at least 12 years of experience, or 10 years of experience and relevant certification/education. Position Description: Responsible for the coordination and completion of projects. Oversees all aspects of projects. Sets deadlines, assigns responsibilities, and monitors and summarizes progress of project. Prepares reports for upper management regarding status of project. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department. | May require a bachelor's degree; master's degree or project management certification often desired | 12 years | $147.00 |
| 35 | ST0035 | Project Manager IV | Responsible for the coordination and completion of projects. Oversees all aspects of projects. Sets deadlines, assigns responsibilities, and monitors and summarizes progress of project. Prepares reports for upper management regarding status of project. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department. | May require a bachelor's degree; master's degree or project management certification often desired | 14 years, or 12 years and relevant education/certification | $176.40 |

| 36 | ST0036 | QA Analyst II | ReDevelops, publishes, and implements test plans. Writes and maintains test automation. Develops quality assurance standards. Defines and tracks quality assurance metrics such as defect densities and open defect counts. Must have a working knowledge of quality assurance methodologies. Familiar with Microsoft, Linux, UNIX and/or Solaris environments. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. Works under general supervision; typically reports to a manager. A certain degree of creativity and latitude is required. | May require a bachelor's degree (or equivalent experience) | 5 years | $85.55 |
| 37 | ST0037 | Solution Architect | Responsible for the overall system design. Documents development requirements for database, applications, and operation system environment. Consults with end users to test and debug applications to meet client needs. Serves as expertise in all aspects of designing and application development. May conduct training to IT Staff. Requires a bachelor's degree and may be expected to have an advanced degree in area of specialty and at least 5 years of experience in the field or in a related area. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May provide consultation on complex projects and is considered to be the top level contributor/specialist. Typically reports to a manager or head of a unit/department. | May require a bachelor's degree; master's degree or relevant certification often desired (or equivalent experience) | 5 years | $169.04 |

| 38 | ST0038 | Systems Engineer I | Responsible for the planning and engineering of an organization's systems infrastructure. Includes the implementation and design of hardware, software, and processes. Monitors the performance of systems. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May provide consultation on complex projects and is considered to be the top level contributor/specialist. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department. | May require a bachelor's degree (or equivalent experience) | 2 years | $142.10 |
| 39 | ST0039 | Systems Engineer II | Typically requires a bachelor's degree and at least 5 years of experience in the specialty or in a related area. Develops and implements policies and procedures to ensure that systems support the organization's business requirements and meet the needs of end users. Defines systems requirements based on user/client needs, cost, and required integration with existing applications, systems, or platforms. Defines technical standards and functionality tests. May develop specifications, prototypes, or initial user guides.Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a head of a unit/department or top management. | May require a bachelor's degree (or equivalent experience) | 5 years | $181.12 |

40	ST0040	Subject Matter Expert II	Understands, articulates, and implements best practices related to their area of expertise. May lead or be an active participant of a work-group with the need for specialized knowledge. Provides guidance on how their area of capability can resolve an organizational need, and actively participates in all phases of the software development life cycle. Responsible for defining business requirements and recommending a technical approach to meet those needs. Reviews technical documentation, such as user guides, training manuals, and system specifications, prior to distribution to end-users, and ensures their subject area is accurately represented. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May provide consultation on complex projects and is considered to be the top level contributor/specialist. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.	May require a bachelor's degree (or equivalent experience)	7 years	$143.08

| 41 | ST0041 | Subject Matter Expert III | Understands, articulates, and implements best practices related to their area of expertise. May lead or be an active participant of a work-group with the need for specialized knowledge. Provides guidance on how their area of capability can resolve an organizational need, and actively participates in all phases of the software development life cycle. Responsible for defining business requirements and recommending a technical approach to meet those needs. Reviews technical documentation, such as user guides, training manuals, and system specifications, prior to distribution to end-users, and ensures their subject area is accurately represented. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May provide consultation on complex projects and is considered to be the top level contributor/specialist. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department. | May require a bachelor's degree; master's degree or relevant certification often desired (or equivalent experience) | 10 years | $197.37 |
| 42 | ST0042 | Tech Architect/Network Security Systems II | Ensures security of computer networks by planning and implementing proper coding, firewalls, and secure user procedures. Identifies potential information and network security risks and vulnerabilities. Provides consultation on possible solutions to mitigate risks and enhance security. Educates network users on proper security methods and creation of security protocols. | May require a bachelor's degree (or equivalent experience) | 4 years | $137.20 |

43	ST0043	Technical Lead/Architect	Responsible for the overall system design. Documents development requirements for database, applications, and operation system environment. Consults with end users to test and debug applications to meet client needs. Serves as expertise in all aspects of designing and application development. May conduct training to IT Staff. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May provide consultation on complex projects and is considered to be the top level contributor/specialist. Typically reports to a manager or head of a unit/department.	May require a bachelor's degree; master's degree or relevant certification often desired (or equivalent experience)	5 years	$137.20
44	ST0044	Technical Writer I	Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. Typically reports to a manager or head of a unit/department. A wide degree of creativity and latitude is expected.	May require a bachelor's degree (or equivalent experience)	2-4 years	$53.90

45	ST0045	UX/UI Specialist	Define interaction models, user task flows, and UI specifications. Communicate scenarios, end-to-end experiences, interaction models, and screen designs to stakeholders. Work with our creative director and visual designers to incorporate the visual identity of an application into features. Develop and maintain design wireframes, mockups, and specifications as needed. UX designer is to ensure that the product logically flows from one step to the next. user interface designers are particular about how the product is laid out. They are in charge of designing each screen or page with which a user interacts and ensuring that the UI visually communicates the path that a UX designer has laid out.	May require a bachelor's degree (or equivalent experience)	2-4 years	$137.20
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