

GENERAL SERVICES ADMINISTRATION
FEDERAL SUPPLY SERVICE
AUTHORIZED FEDERAL SUPPLY SCHEDULE CATALOG/PRICE LIST

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>.

SCHEDULE TITLE: 736 - Temporary Administrative and Professional Staffing Services (TAPS)
FSC Group: 736

Contract No. GS-07F-0341T

CONTRACT PERIOD: May 1, 2007 through April 30, 2012

For more information on ordering from the Federal Supply Schedule for Temporary, Administrative and Professional Staffing Services click on the Ordering Procedures button at <http://www.gsa.gov/temp services>.

CONTRACTOR: Gonzales Consulting Services, Inc.
633 17th Street, Suite 2600
Denver, CO 80202
Phone: (303) 383-5500
Fax: (303) 383-5510
Web Site: www.gcs-usa.com
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CONTRACTOR'S ADMINISTRATION SOURCE: Sheila McCombs
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BUSINESS SIZE: Small Business

CUSTOMER INFORMATION:

1a. TABLE OF AWARDED SPECIAL ITEM NUMBERS (SINs)

SIN	DESCRIPTION
736-1	Administrative Support and Clerical Occupations
736-2	Automatic Data Processing Occupations
736-4	Information and Arts Occupations, Including Miscellaneous
736-5	Technical and Professional Occupations

1b. LOWEST PRICED MODEL NUMBER AND PRICE FOR EACH SIN: N/A

1c. HOURLY RATES AND DESCRIPTION OF ALL CORRESPONDING COMMERCIAL JOB TITLES, EXPERIENCE, FUNCTIONAL RESPONSIBILITY AND

EDUCATION: All hourly rates shown are firm fixed price. See the following price list for hourly rates by location and labor category. See the Job Descriptions provided after the pricing information.

2. MAXIMUM ORDER*: \$100,000 per SIN

*If the best value selection places your order over the Maximum Order identified in this catalog/pricelist, you have an opportunity to obtain a better schedule contract price. Before placing your order, contact the aforementioned contractor for a better price. The contractor may (1) offer a new price for this requirement, (2) offer the lowest price available under this contract, or (3) decline the order. A delivery order that exceeds the maximum order may be placed under the schedule contract in accordance with FAR 8.404.

3. MINIMUM ORDER: \$100 unless the contractor agrees to accept a smaller order amount.

4. GEOGRAPHIC COVERAGE:

The GCS pricing is based on the San Francisco, CA Wage Determination No. 2005-2059, Revision 9 dated 05/26/2009. We place personnel through out the Continental United States and will discount our rate in accordance with the current Wage Determination rates for the specific location.

5. POINT(S) OF PRODUCTION: N/A

6. DISCOUNT FROM LIST PRICES: N/A

7. QUANTITY DISCOUNT(S): None

8. PROMPT PAYMENT TERMS: Net 30.

9.a Government Purchase Cards are accepted at or below the micro-purchase threshold.

9.b Government Purchase Cards are accepted above the micro-purchase threshold.

10. FOREIGN ITEMS: None

11.a. TIME OF DELIVERY: N/A

11.b. EXPEDITED DELIVERY: N/A

11.c. OVERNIGHT AND 2-DAY DELIVERY: N/A

- 11.d. URGENT REQUIRMENTS:** Agencies can contact the Contractor's representative to effect a faster delivery. Customers are encouraged to contact the contractor for the purpose of requesting accelerated delivery.
- 12. FOB POINT:** N/A
- 13a. ORDERING ADDRESS:** Same as contractor address.
- 14. PAYMENT ADDRESS:** Same as contractor address.
- 15. WARRANTY PROVISION:** Standard Commercial Warranty. Customer should contact contractor for a copy of the warranty.
- 16. EXPORT PACKING CHARGES:** Not applicable
- 17. TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE:** None.
- 18. TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR (IF APPLICABLE):** N/A
- 19. TERMS AND CONDITIONS OF INSTALLATION (IF APPLICABLE):** N/A
- 20. TERMS AND CONDITIONS OF REPAIR PARTS INDICATING DATE OF PARTS PRICE LISTS AND ANY DISCOUNTS FROM LIST PRICES (IF AVAILABLE):** N/A
- 20.a. TERMS AND CONDITIONS FOR ANY OTHER SERVICES (IF APPLICABLE):** N/A
- 21. LIST OF SERVICE AND DISTRIBUTION POINTS (IF APPLICABLE):** N/A
- 22. LIST OF PARTICIPATING DEALERS (IF APPLICABLE):** N/A
- 23. PREVENTIVE MAINTENANCE (IF APPLICABLE):** N/A
- 24.a. SPECIAL ATTRIBUTES SUCH AS ENVIRONMENTAL ATTRIBUTES (e.g. recycled content, energy efficiency, and/or reduced pollutants):** N/A
- 24.b. Section 508 Compliance for EIT:** N/A
- 25. DUNS NUMBER:** 117849356
- 26. NOTIFICATION REGARDING REGISTRATION IN CENTRAL CONTRACTOR REGISTRATION (CCR) DATABASE:** Contractor has an Active Registration in the CCR database.

Price Table*

Effective October 1, 2009

Gonzales Consulting Services, Inc. Contract Number GS07F0341T Schedule 736 Rates	Total GSA Price
SIN 736-1	
Accounting Clerk I	\$30.46
Accounting Clerk II	\$33.74
Accounting Clerk III	\$35.59
Administrative Assistant	\$51.22
Data Entry Operator I	\$27.35
Data Entry Operator II	\$29.50
Document Preparation Clerk	\$27.55
General Clerk I	\$28.10
General Clerk II	\$30.32
General Clerk III	\$33.85
Housing Referral Assistant	\$45.76
Order Clerk I	\$29.73
Order Clerk II	\$32.09
Personnel Assistant I	\$33.91
Personnel Assistant II	\$37.52
Personnel Assistant III	\$41.38
Receptionist	\$30.17
Secretary I	\$37.33
Secretary II	\$41.34
Secretary III	\$45.76
Supply Technician	\$51.22
Travel Clerk I	\$27.39
Travel Clerk II	\$30.37
Travel Clerk III	\$33.74
Word Processor I	\$35.65
Word Processor II	\$39.58
Word Processor III	\$43.85
Medical Record Technician	\$38.40
Family Readiness and Support Services Coordinator	\$31.92
Recreation Specialist	\$33.09
SIN 736-2	
Computer Operator I	\$33.91
Computer Operator II	\$37.52
Computer Operator III	\$41.38
Computer Operator IV	\$45.59
Computer Operator V	\$50.11
Computer Programmer I *	\$52.86
Computer Programmer II *	\$60.80
Computer Programmer III *	\$73.61
Computer Programmer IV *	\$86.36
Computer Systems Analyst I *	\$53.35
Computer Systems Analyst II *	\$62.02

Computer Systems Analyst III *	\$75.26
Peripheral Equipment Operator	\$33.91
Personal Computer Support Technician	\$45.59
SIN 736-4	
Exhibits Specialist I	\$39.58
Exhibits Specialist II	\$48.16
Exhibits Specialist III	\$58.09
Illustrator I	\$39.70
Illustrator II	\$48.30
Illustrator III	\$58.27
Librarian	\$58.57
Library Aide/Clerk	\$35.70
Library Information Technology Systems Administrator	\$48.30
Library Technician	\$42.62
Media Specialist I	\$35.87
Media Specialist II	\$39.70
Media Specialist III	\$43.83
Photographer I	\$35.07
Photographer II	\$38.80
Photographer III	\$47.15
Photographer IV	\$56.90
Photographer V	\$68.07
Video Teleconference Technician	\$36.28
SIN 736-5	
Engineering Technician I	\$31.38
Engineering Technician II	\$34.94
Engineering Technician III	\$38.50
Engineering Technician IV	\$46.81
Engineering Technician V	\$56.44
Engineering Technician VI	\$67.52
Environmental Technician	\$44.08
Paralegal/Legal Assistant I	\$38.89
Paralegal/ Legal Assistant II	\$47.90
Paralegal/Legal Assistant III	\$57.78
Paralegal/Legal Assistant IV	\$69.14
Technical Writer I	\$43.76
Technical Writer II	\$52.53
Technical Writer III	\$62.68

* Prices based on local Wage Determinations in effect on October 1, 2009

** Prices derived from salary.com

Position Descriptions

SIN 736-1

Accounting Clerk Occupational B	<p>The Accounting Clerk performs one or more accounting tasks such as; posting to registers and ledgers; balancing and reconciling accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents. In addition, tasks include; assigning prescribed accounting distribution codes; examining and verifying the clerical accuracy of various types of reports, lists, calculations, and postings.</p> <p>This position is responsible for preparing journal vouchers; making entries of adjusting accounts; and working with spreadsheets. Level I requires a basic knowledge of methods, office practices and procedures as they relate to the clerical processing of transactions. Levels II and III require a knowledge and understanding of the established standardized bookkeeping and accounting procedures and techniques used in an accounting system, or a segment of an accounting system where there are few variations in the transactions handled. In addition, most jobs at each level will require a basic knowledge and understanding of the terminology, codes, and processes used in an automated accounting system.</p>
Accounting Clerk I	<p>This position is responsible for performing one or more routine accounting clerical tasks as: examining, verifying, and correcting various accounting documents to ensure the accuracy of data in accordance to accounting procedures. Specific tasks/duties are assigned under adequate supervision. Entry-level reconciliation and posting will be assigned under supervision. In most instances, an employee in this position will rely on the supervisor. Completed work will be reviewed for accuracy and compliance with procedures.</p>
Accounting Clerk II	<p>This position uses knowledge of double entry bookkeeping in performing one or more of the following: posting actions to journals, identifying subsidiary accounts affected, making credit entries, and assigning proper codes. The Accounting Clerk II may review computer printouts against manually maintained journals, detect and correct erroneous postings in accounting documents to adjust accounting classifications and other data, or review lists of transactions rejected by an automated system. In this instance, the Accounting Clerk II will detect errors, prepare necessary correcting material. On routine assignments, the Accounting Clerk II will select and apply established procedures and techniques. Detailed instructions are provided for difficult or unusual assignments. Completed work and methods used, are reviewed for accuracy.</p>
Accounting Clerk III	<p>The Accounting Clerk III maintains journals or subsidiary ledgers of an accounting system, balances and reconciles accounts. Typical duties include one or both of the following: 1.) reviewing invoices and statements verifying information, ensuring sufficient funds are available, obligated, and if questionable, resolving with the submitting unit determining accounting treatment; 2.) The review will include coding transactions, and processing material through data processing application in the accounting system; 2.) analysis and reconciliation of computer printouts of operating unit reports (contacting units, researching causes of discrepancies, and taking corrective action to ensure that accounts balance). Supervisor provides suggestions for handling unusual or recurring transactions. Conformance with requirements and technical soundness of work are reviewed by the supervisor, or are controlled by mechanisms built into the accounting processes.</p>
Administrative Assistant	<p>In addition to secretarial duties (filing, taking phone calls, scheduling appointments, making travel arrangements), this position will provide administrative support to executive staff with office management responsibilities to include budgeting, personnel records and payroll. The Administrative Assistant may be required to work independently on projects requiring research and preparation of briefing charts and other presentation materials.</p>
Document Preparation Clerk	<p>This position prepares documents such as brochures, books, periodicals, catalogs, and manuals for copying or photocopying. The Document Preparation Clerk cuts documents into standardized pages, using a paper cutter or razor knife. Document pages are reproduced as necessary to improve clarity or to adjust the standardized page size according to the requirements of the designated copy machine. The Document Preparation Clerk stamps standard symbols on documents or inserts instruction cards to notify Duplicating Machine Operator of special handling requirements. The Document Preparation Clerk covers cover sheets and document folders for material, and index cards for files, and files.</p>

	to index code and copies priority schedule.
Data Entry Operator I	This position works under close supervision and follows specific procedures or detailed instructions. The Data Entry Operator I works from various standardized source documents that have been coded and require little or no selecting, coding or interpreting of data. Problems such as erroneous items and codes, or missing information are resolved at the supervisory level. The work is routine and repetitive.
Data Entry Operator II	This position requires the application of experience and judgment in selecting procedures to be followed, and searching for, interpreting, selecting, or coding items to be entered from document sources. The Data Entry Operator II may occasionally perform routine work as described for Data Entry Operator I.
General Clerk I	This position follows clearly detailed specific procedures in completing several repetitive steps performed in a prescribed or slightly varied sequence, such as coding and filing, maintaining an extensive alphabetical file; could involve simple posting to individual accounts, calculating and posting charges to departmental accounts, operating basic office equipment such as photocopier, facsimile, multi-line phone/voicemail systems, mailing machines, and computer programs. Little or no subject-matter knowledge is required, but the clerk must exercise own judgment in choosing the proper procedure for each task.
General Clerk II	This position requires familiarity with the terminology of the office unit. The General Clerk II selects appropriate methods from a wide variety of procedures or makes simple adaptations and interpretations of a limited number of substantive guides and manuals. The clerical duties vary in type or sequence, depending on the task. Recognized problems are referred to a supervisor.
General Clerk III	This position uses some subject-matter knowledge and judgment to complete assignments consisting of numerous steps varying in nature and sequence. The General Clerk III identifies alternative methods and refers problems not solvable by adapting or interpreting standard guides, manuals, or procedures. Typical duties include: assisting in a variety of administrative matters; maintaining a wide variety of financial or other records (stored both manually and electronically); verifying statistical reports for accuracy and completeness; compiling and handling and adjusting complaints.
Housing Referral Assistant	This position provides housing information to an organization's employees moving to a new location. The Housing Referral Assistant will contact individuals or organizations such as landlords, real estate agents, mobile home dealers, trailer court managers and Chambers of Commerce by phone. May correspond to obtain listings of rental or sale properties and refer prospects, and to develop a working relationship with the housing referral service. Typical duties include: compiling housing lists of rental property and properties for purchase. Periodically, the Housing Referral Assistant communicates with contacts to update listings, ensures that property owners comply with the nondiscrimination policy, and counsels applicants with regard to their circumstances, e.g. medical or financial hardships, and availability of housing that meets applicants' needs.
Order Clerk (Occupational Base)	The Order Clerk receives written or verbal purchase orders. Work typically involves some combination of the following duties: quoting prices, determining availability of ordered items and suggesting substitutes when necessary, advising customer of expected delivery date and method of delivery, recording order and customer information on order sheets. The Order Clerk is responsible for checking order sheets for accuracy and adequacy of information; ascertaining credit rating of customer; furnishing customer with confirmation of receipt of order; order follow-up, or informing customer of a delay in delivery. The Order Clerk maintains order files and verifies shipping invoices against original orders. This position excludes workers paid on a commission basis or whose duties include selling. Typical duties include: Receiving orders for services rather than for material or merchandise; providing customers with consultative advice using knowledge gained from engineering or other technical training; emphasizing selling skills; handling material or merchandise as part of the job.
Order Clerk I	This position handles orders involving items that have readily identified uses and are specified in the order. An Order Clerk I may refer to a catalog, manufacturer's manual or similar document to determine what proper item is supplied or to verify the price of order.
Order Clerk II	This position handles orders that involve making judgments such as choosing which product or material from the establishment's product lines will satisfy the customer's requirements, determining the price to be quoted when pricing involves more than merely referring

	or making some simple mathematical calculations.
Personnel Assistant I	This position performs a variety of tasks including, but not limited to, clerical and support duties. The work is under general supervision of higher-level personnel in preparation of human resource tasks throughout compensation, benefits, staffing/employment, EEO, and policy administration. The Personnel Assistant I is expected to exercise discretion and limited judgment may be necessary at times. This assistant may be required to operate office equipment such as: typewriter, personal computer, copier, adding machine, and calculator.
Personnel Assistant II	This position serves as a clerical expert in independently processing the most complex personnel actions, e.g., temporary employment, rehires, and dismissals. In this position, the assistant performs tasks beyond routine clerical such as: pre-employment drug screening and orientation, responding to routine questions on policy and procedures, and/or providing information on employee turnover or time and attendance. This assistant may be asked to evaluate information from various sources under short deadlines, such as internal or external information, reporting on company employment statistics (retention, equal opportunity, etc.). The Personnel Assistant II may provide guidance to lower level Personnel Assistant I. This level requires extensive knowledge of various office software packages. Guidance and supervision may be needed. Completed written work receives close technical review from higher-level employees. Work may be checked occasionally.
Personnel Assistant III	This position performs work in support of human resource professionals that requires working knowledge of personnel procedures, guides, and precedents. Job tasks may include interviewing applicants, obtaining references, and recommending placement in a new occupation. At this level, assistants typically have a range of personal contacts with the organization, in addition to handling employee-sensitive material. Therefore, they must be tactful, discrete, and articulate. This Assistant may be involved in identifying potential labor relations and grievance procedures, in addition to documenting necessary information to avoid labor threat. The Personnel Assistant III may make recommendations to human resource professionals on job classification, wage rates, and employee salaries. The use of computers may be required heavily for organizational and reporting purposes. Advanced experience with office software packages may be needed. This Assistant may perform some clerical work in addition to their primary duties. Supervisor will review completed work against stated objectives.
Receptionist	This position greets visitors, determining nature of visits and directing visitors to appropriate persons. The Receptionist may also have other duties such as recording and transmitting messages; keeping records of calls placed; providing information to callers and visitors; making appointments; keeping a log of visitors; and issuing visitor passes. In this position, the Receptionist may work on a computer and perform other routine clerical work that may occupy the remainder of the worker's time.
Secretary (Occupational Base)	This position provides principal secretarial support in an office, usually to one individual, and, in some cases, to the subordinate staff of that individual. The Secretary maintains a close and highly responsive relationship to the day-to-day activities of the supervisor and staff, works fairly independently receiving a minimum of detailed supervision and guidance, and performs various clerical and secretarial duties requiring knowledge of office routine and an understanding of the organization, programs, and procedures related to the work of the office. Computers may exist in the environment, requiring working knowledge of certain office software programs.
Secretary LR-1	LR-1 Carries out recurring office procedures independently, and selects the guidelines that fits the specific case. The supervisor provides specific instructions on new assignments and checks completed work for accuracy. The LR-1 performs varied duties including the following: a. Respond to routine telephone requests that have standard answers; refer calls and messages to appropriate staff. Control mail and assure timely staff response, and send form letters. b. As instructed, maintain supervisor's calendar, make appointments, and arrange for office space and rooms. c. Review materials prepared for supervisor's approval for typographical accuracy and format; d. Maintain recurring internal reports, such as time and leave records, office equipment maintenance, correspondence controls, and training plans;

	<p>e. Requisition supplies, printing, maintenance or other services, type, take and transcribe, and create and maintain office files.</p> <p>Level of Secretary's Supervisor – LS-1 Organizational structure is not complex and administrative controls are simple and informal; supervisor directs face-to-face meetings.</p>
Secretary LR-2	<p>LR-2 handles differing situations, problems, and deviations in the work of the office in accordance with the supervisor's general instructions, priorities, duties, policies, and program goals. LR-2 may assist secretary with special assignments. Duties include or are comparable to the following:</p> <ol style="list-style-type: none"> Screen telephone calls, visitors, and incoming correspondence; personally respond for information concerning office procedures; determine which requests should be referred to supervisor, appropriate staff member or other offices, prepare and sign routine non-routine correspondence in own or supervisor's name; Schedule tentative appointments without prior clearance. Make arrangements for conferences and meetings and assemble established background materials as directed. May attend and record and report on the proceedings; Review outgoing materials and correspondence for internal consistency and conformity with supervisor's procedures; assure that proper clearances have been obtained, when needed; Collect information from the files or staff for routine inquiries on office program reports, and refer non-routine requests to supervisor or staff; Explain to subordinate staff supervisor's requirements concerning office procedures, personnel and administrative forms for the office and forwards for processing. <p>Level of Secretary's Supervisor – LS-2 Organizational structure is complex and includes multiple subordinate groups that usually differ from each other as to subject matter, function, and location. Supervisor usually directs staff through intermediate supervisors. Internal procedures and administrative controls are formal. An entire organization (e.g., division, subsidiary, or organization) may contain a variety of subordinate groups that meet the LS-2 definition. Therefore, it is not unusual for one LS-2 supervisor to report to another LS-2 supervisor.</p>
Secretary LR-3	<p>LR-3 uses greater judgment and initiative to determine the approach or action to take in routine situations, interprets and adapts guidelines, including unwritten policies, procedures, and practices, which are not always completely applicable to changing situations. Duties are comparable to the following:</p> <ol style="list-style-type: none"> Based on knowledge of the supervisor's views, compose correspondence on own initiative on administrative matters and general office policies for supervisor's approval; Anticipate and prepare materials needed by the supervisor for conferences, correspondence, appointments, meetings, telephone calls, etc., and informs supervisor on matters to be discussed; Read publications, regulations, and directives and take action or refer those that require attention to the supervisor and staff; Prepare special or one-time reports, summaries, or replies to inquiries, selecting pertinent information from a variety of sources such as reports, documents, correspondence, etc., under general directions; Advise secretaries in subordinate offices on new procedures; request information from the subordinate office(s) for periodic or special conferences, reports, inquiries, etc., and refer to clerical staff to accommodate workload needs. <p>Level of Secretary's Supervisor – LS-3 Organizational structure is divided into two or more subordinate supervisory levels (of which at least one is a managerial level) with several subdivisions at each level. Executive's program(s) are usually interlocked on a direct continuing basis with other major organizational segments, requiring constant attention and extensive formal coordination, clearances, and procedural controls. Executive typically has financial decision-making authority for assigned program(s); considerable impact on organization's financial position or image; and responsibility for, or has staff special authority in, key areas as, personnel and administration for assigned organization. Executive plays a major role in determining the policies and major programs of the entire organization, and spends considerable time dealing with outside parties actively interested in assigned program(s) and current controversial issues.</p>
Supply Technician	<p>This position performs limited aspects of technical supply management work (e.g., requisitioning, management, storage management, cataloging, and property utilization) related to other supply activities. Work usually is segregated by commodity area or function and is graded in terms of difficulty, complexity, or responsibility. Assignments usually relate to</p>

	<p>standardized segments of technical supply management operations; or to functions are narrow in scope or limited in difficulty. The work generally involves individual or supply actions. This work may require consideration of program requirements to specific variations in or from standardized guidelines. Assignments require:</p> <p>(a) a good working knowledge of the governing supply systems, programs, policies, work methods, manuals, or other established guidelines; (b) an understanding of the organization serviced; and (c) analytical ability to define or recognize the dimensions of problems involved, to collect the necessary data to establish the facts, and take or recommend action based upon application or interpretation of established guidelines.</p>
<p>Travel Clerk (Occupational Base)</p>	<p>This position plans itinerary and schedules travel accommodations for military and personnel with dependents according to travel orders using knowledge of routes, types and travel regulations. This Clerk verifies travel orders to insure costs, availability and convenience of different types of carriers to select most advantageous route and carrier. Personnel of travel dates, baggage, limits and medical and visa requirements, and determine if all clearances have been obtained. The Travel Clerk assists personnel in completing and other business transactions pertaining to travel, may deliver personnel files and persons prior to departure, meet and inform arriving personnel of available facilities and furnish other information, and may arrange for motor transportation for arriving personnel.</p>
<p>Travel Clerk I</p>	<p>Under close supervision or following specific procedures and detailed instructions, Clerk I arranges travel on one or two modes of transportation. Travel is usually restricted to same modes, carriers, routes and same major points of origin and destination, seldom requiring special transportation privileges or requiring special allowances or planning for supplementary transportation facilities. When such services are required, they do not occur in such frequency as to create problems of timing or coordination.</p>
<p>Travel Clerk II</p>	<p>Travel usually involves the use of two or more modes of transportation. Information on modes and facilities is readily available since most carriers servicing the area maintain facilities or publish information regularly. Single carriers or connecting carriers have timetables that are easily coordinated using readily obtainable timetables or guides.</p> <p>Travel is frequently recurrent. A substantial number of problems arise because of irregularity; there are often side trips requiring changes of transportation. Travel is usually to and from by direct line, or established connecting points and normal modes of transportation are always planned well in advance so there may be major problems of scheduling or coordination. Travel involves special transportation privileges or special allowances and requires planning for supplemental or special transportation facilities, and when such services are required they usually do not occur in such variety or with such frequency as to create major problems of timing or coordination.</p> <p>Within general guidelines, employees select and apply appropriate travel guides, methods, techniques, and work sequences to effectively accomplish the work. The majority of trips are performed without technical assistance, but unusually difficult travel situations or cases encountered during the course of the work are referred to the supervisor before final commitment. Review of work is for compliance with regulatory guides and program objectives for soundness of decisions and conclusions.</p>
<p>Travel Clerk III</p>	<p>At this level, all major modes of transportation are used, as most individual trips involve combinations of more than one mode. Travel is varied, often not recurrent and periodic, and requires planning for relatively inaccessible intermediate or destination points. Routes are diverse and there is a necessity for frequent rerouting, re-planning, or rearranging, resulting in trips requiring changes in modes of travel and creating substantial difficulty in routing and scheduling connections.</p> <p>A substantial amount of travel involves special allowances or requires authorization for supplementary or special transportation facilities. It is frequently difficult to obtain information.</p> <p>The incumbent is characterized by independence of action, with very little instruction and review, except for review of accomplishments of broad objectives and conformity. The incumbent is viewed as the authority on travel matters, including the furnishing of information to travelers, administrative officials and others; and has responsibility for liaison with all elements, carriers, and facilities.</p>

Word Processor (Occupational B	This position uses automated systems, such as word processing equipment, personal work stations linked to a larger computer or local area network, to produce a variety of documents, such as correspondence, memos, publications, forms, reports, tables and graphs. The Word Processor uses one or more word processing software packages; may also perform other tasks, such as operating copiers, filing, answering telephones, and sorting and distributing documents.
Word Processor I	This position produces a variety of standard documents, such as correspondence, forms, reports, tables and other printed materials. Work requires skill in typing; a knowledge of punctuation and spelling; and ability to use reference guides and equipment manuals. Word Processor I performs familiar, routine assignments following standard procedures, and follows instructions for assignments requiring deviations from established procedures.
Word Processor II	This position uses knowledge of varied and advanced functions of one software type or varied functions of different types of software, or knowledge of specialized or technical terminology to perform such typical duties as: a. Editing and reformatting written or electronic drafts. Examples include: correcting errors; adjusting spacing and formatting and standardizing headings, margins, and indentation. b. Transcribing scientific reports, lab analysis, legal proceedings, or similar materials from tapes or handwritten drafts. Work requires knowledge of specialized, technical, or industry terminology. Work requires familiarity with office terminology and practices. Incumbent corrects questions or originator of document concerning missing information, improper format, or discrepancies in instructions. Supervisor sets priorities and deadlines on continuing work. Incumbent furnishes general instructions for recurring work and provides specific instructions for unique projects.
Word Processor III	Requires both a comprehensive knowledge of word processing software applications and practices and a high degree of skill in applying software functions to prepare complex documents. For example, processes complex and lengthy technical reports which include tables, graphs, charts, or multiple columns. Uses either different word processing packages or different style macros or special command functions; independently completes assignments; and resolves problems.
Medical Records Technician	The Medical Record Technician (Medical Record Administrator) maintains medical records for hospital and clinic patients, reviews medical records for completeness and accuracy, codes diseases, operations, diagnoses and treatments, compiles medical care and census data, and prepares statistical reports, and maintains indexes on patient, disease, operation, and other categories. The Medical Record Technician directs routine operation of medical record department and supervises Medical Record Clerk to file, patient records, maintains flow of medical records among departments, and may assist medical staff in special studies or research.
Family Readiness and Support Services Coordinator	This incumbent develops and implements a family support program. Provides support and assistance to families impacted by Aerospace Expeditionary Force (AEF) and other long and short-term military assignments, communicates with families, involving them in activities that will assist with separation, and identifies family issues and demographic trends. This worker establishes and maintains formal agreements and relationships with federal state and local aid agencies and an informal network with charitable, religious and human service group to establish and promote family support and readiness, and projects long-term family readiness and resource needs.
Recreation Specialist	The Recreation Specialist plans, organizes, and directs comprehensive public and private recreation programs at recreation building, indoor center, playground, playfield, or other facility. Studies and analyzes recreational needs and resources, oversees and assigns staff to interpret recreation programs and their philosophy to individuals and groups through participation and staff assignments, and schedules maintenance and use of facilities.

SIN 736-2

Computer Operator I	Works under close personal supervision and is provided detailed written or oral guidance and during assignments. As instructed, resolves common operating problems. May assist as an assistant operator working under close supervision or performing a portion of a more experienced operator's work.
Computer Operator II	Processes scheduled routines which present few difficult operating problems (e.g., easily resolved error conditions). In response to computer output instructions or error conditions, applies standard operating or corrective procedure. Refers problems which do not respond to a preplanned procedure. May serve as an assistant operator, working under general supervision.
Computer Operator III	Processes a range of scheduled routines. In addition to operating the system and resolving error conditions, diagnoses and acts on machine stoppage and error conditions not covered by existing procedures and guidelines (e.g., resetting switches and other controls or making mechanical adjustments to maintain or restore equipment operations). In response to computer output instructions or error conditions, may deviate from standard procedures if standard procedures do not provide a solution. Refers problems which do not respond to corrective procedures.
Computer Operator IV	Adapts to a variety of nonstandard problems which require extensive operator intervention (e.g., frequent introduction of new programs, applications, or procedures). In response to computer output instructions or error conditions, chooses or devises a course of action from a number of alternatives and alters or deviates from standard procedures if standard procedures do not provide a solution (e.g., reassigning equipment in order to work around faulty equipment or to use alternate channels); then refers problems. Typically, completed work is submitted to users and requires supervisory review.
Computer Operator V	Resolves a variety of difficult operating problems (e.g., making unusual equipment and rarely used equipment and channel configurations to direct processing through unusual system configurations that will allow test programs to process without interruption of ongoing job requirements). In response to computer output instructions and error conditions, to avoid loss of information or to conserve computer time, operator deviates from standard procedures. Such actions may materially alter the computer unit's production plans and require considerable time away from the control station providing technical assistance to local operators and assisting programmers, systems analysts, and subject matter specialists on complex problems.
Computer Programmer I	Assists higher level staff by performing elementary programming tasks which consist of simple data items and steps which closely follow patterns of previous work done in the organization, e.g., drawing flow charts, writing operator instructions, or coding and testing programs to accumulate counts, tallies, or summaries. May perform routine programming assignments as described in Level II) under close supervision. In addition, to assist higher level staff, may perform elementary fact-finding concerning the work process, e.g., a file of clerical records which is treated as a unit (invoices, requisitions, purchase orders, etc.); reports findings to higher level staff. May receive training in elementary fact-finding. Detailed, step-by-step instructions are provided for each task and any deviation must be authorized by a supervisor. Work is closely monitored for progress and reviewed in detail upon completion.
Computer Programmer II	At this level, initial assignments are designed to develop competence in applying established programming procedures to routine problems. Performs routine programming assignments which do not require skilled background experience but do require knowledge of established programming procedures and data processing requirements. Works according to clear cut and complete specifications. The data are refined and the format of the final product is very similar to previous input or is well defined when significantly different, i.e., there are few, if any, problems in interrelating varied records and outputs. Maintains and modifies routine programs. Makes approved changes by amending flow charts, developing detailed processing logic, and coding changes. Tests and documents program modifications and writes operator instructions. May write routine new programs using established specifications; may confer with EDP personnel to clarify procedures, processing logic, and specifications. In addition, may evaluate simple interrelationships in the immediate programming environment to determine whether a contemplated change in one part of a simple program would cause unwanted effects on a related part; confers with user representatives to gain an understanding of the situation.

	<p>formulate the needed change; and implements the change upon approval of the supervisor level staff. The incumbent is provided with charts, narrative descriptions of the functions performed, an approved statement of the product desired (e.g., a change in a local report), and the inputs, outputs, and record formats.</p> <p>Reviews objectives and assignment details with higher level staff to insure thorough understanding; uses judgment in selecting among authorized procedures and seeks guidelines are inadequate, significant deviations are proposed, or when unanticipated arise. Work is usually monitored in progress; all work is reviewed upon completion and compliance with standards.</p>
<p>Computer Programmer III</p>	<p>As a fully qualified computer programmer, applies standard programming procedures and knowledge of pertinent subject matter (e.g., work processes, governing rules, clerical etc.) in a programming area such as: a record keeping operation (supply, personnel inventory, purchasing, insurance payments, depositor accounts, etc.); a well-defined scientific problem; or other standardized operation or problem. Works according to statements of requirements and detailed specifications. While the data are clear cut and equally available, there may be substantial interrelationships of a variety of records and varied sequences of formats are usually produced. The programs developed or modified are linked to several other programs in that the output of one becomes the input for another. Recognizes probable interactions of other related programs with the assigned program. Familiar with related system software and computer equipment. Solves conventional programming problems. (In small organizations, may maintain programs which concern or combine operations, i.e., users, or develop programs where there is one primary user and the program input.)</p> <p>Performs such duties as: develops, modifies, and maintains assigned programs; designs and implements modifications to the interrelation of files and records within programs; consults with higher level staff; monitors the operation of assigned programs and responds to requests by diagnosing and correcting errors in logic and coding; and implements and/or maintains portions of a scientific programming project, applying established scientific programming techniques to well-defined mathematical, statistical, engineering, or other scientific programming projects usually requiring the translation of mathematical notation into processing logic and computer code. (Scientific programming includes assignments such as: using predetermined physical relationships expressed in mathematical terms to relate one set of data to another; the routine storage and retrieval of field test data; and using procedures for real-time command and control systems, reduction, signal processing, or similar areas.) Tests and documents work and writes operator instructions for assigned programs. Confers with other EDP personnel to coordinate factual data.</p> <p>In addition, may carry out fact-finding and programming analysis of a single activity or problem, applying established procedures where the nature of the program, feasibility of equipment, and programming language have already been decided. May analyze program performance of the program and take action to correct deficiencies based on discussion with user and consultation with and approval of the supervisor or higher level staff. May review and analysis of detailed program specifications and in program design to modify work processes.</p> <p>Works independently under specified objectives; applies judgment in devising programs in selecting and adapting standard programming procedures; resolves problems and consults according to established practices; and obtains advice where precedents are unclear or not available. Completed work is reviewed for conformance to standards, timeliness, and accuracy. May guide or instruct lower level programmers; may supervise technicians and other staff on specific assignments. Works on complex programs under close direction of higher level supervisor. May assist higher level staff by independently performing moderately complex assigned, and performing complex tasks under close supervision.</p>
<p>Computer Programmer IV</p>	<p>Applies expertise in programming procedures to complex programs; recommends and designs programs, investigates and analyzes feasibility and program requirements, and develops programming specifications. Assigned programs typically affect a broad multi-user system which meets the data processing needs of a broad area (e.g., manufacturing planning, finance management, human resources, or material management) or a component for a project in engineering, research, accounting, statistics, etc. Plans the full range of programming actions to produce several interrelated but different products from numerous</p>

	<p>diverse data elements which are usually from different sources; solves difficult problems. Uses knowledge of pertinent system software, computer equipment, work regulations, and management practices.</p> <p>Performs such duties as: develops, modifies, and maintains complex programs; designs and implements the interrelations of files and records within programs which will effect the overall design of the project; working with problems or concepts, develops program solution to major scientific computational problems requiring the analysis and development of logical or mathematical descriptions of functions to be programmed; and develops special programs, e.g., a critical path analysis program to assist in managing a special project. Tests, documents, and writes operating instructions for all work. Confers with other personnel to secure information, investigate and resolve problems and coordinate work effort. In addition, performs such programming analysis as: investigating the feasibility of program design approaches to determine the best balanced solution, e.g., one that will meet immediate user needs, facilitate subsequent modification, and conserve resources; conducting maintenance projects and smaller scale, limited new projects, assisting user personnel with problems or needs and determining work organization, the necessary files and records interrelation with the program; or on large or more complicated projects, participating as a team member along with other EDP personnel and users and having responsibility for a project.</p> <p>Works independently under overall objectives and direction, apprising the supervisor of progress and unusual complications. Modifies and adapts precedent solutions and procedures. Guidelines include constraints imposed by the related programs with which incumbent's programs must be meshed. Completed work is reviewed for timeliness in relation with other work, and effectiveness in meeting requirements. May function as team leader or supervise a few lower level programmers or technicians on assigned work.</p>
Computer Systems Analyst I	<p>At this level, initial assignments are designed to expand practical experience in applying analysis techniques and procedures. Provides several phases of the required system design when the nature of the system is predetermined. Uses established fact finding approaches to determine pertinent work processes and procedures, and familiarity with related computer program practices, system software, and computer equipment.</p> <p>Carries out fact finding and analysis as assigned, usually of a single activity or a routine. Applies established procedures where the nature of the system, feasibility, computer programming language have already been decided; may assist a higher level system analyst in preparing the detailed specifications required by computer programmers from information developed by the higher level analyst, may research routine user problems and solve them by modifying the existing system when the solutions follow clear precedents. When complex estimates are required, results receive closer review.</p> <p>The supervisor defines objectives, priorities, and deadlines. Incumbents work independently under guidelines to specific situations; resolve problems and deviations according to established precedents and obtain advice where precedents are unclear or not available. Completed work is reviewed for conformance to requirements, timeliness, and efficiency. May supervise technicians who assist in specific assignments.</p>
Computer Systems Analyst II	<p>Applies systems analysis and design skills in an area such as a record keeping or scientific operation. A system of several varied sequences or formats is usually developed, e.g., systems for maintaining depositor accounts in a bank, maintaining accounts receivable in an establishment, maintaining inventory accounts in a manufacturing or wholesale establishment, processing a limited problem in a scientific project. Requires competence in most phases of analysis and knowledge of pertinent system software and computer equipment and work processes, applicable regulations, work load, and practices of the assigned subject-matter. Recognizes probable interactions of related computer systems and predicts impact on the assigned system.</p> <p>Reviews proposals which consist of objectives, scope, and user expectations; gathers and analyzes data, and prepares a project synopsis which compares alternatives in terms of availability of equipment and personnel, and recommends a course of action; and upon approval of synopsis, prepares specifications for development of computer programs. Determines data processing problems and coordinates the work with program, users, etc.; orients personnel on new or changed procedures. May conduct special projects such as data code standardization throughout a broad system, working under specific objectives</p>

	<p>the attention of the supervisor any unusual problems or controversies. Works independently under overall project objectives and requirements; appraises progress and unusual complications. Guidelines usually include existing systems and constraints imposed by related systems with which the incumbent's work must be in design approaches successfully used in precedent systems. Completed work is reviewed for timeliness, compatibility with other work, and effectiveness in meeting requirements in functional direction to lower level assistants on assigned work.</p> <p>OR</p> <p>Works on a segment of a complex data processing scheme or broad system, as described for computer systems analyst, level III. Works independently on routine assignments and under instructions and guidance on complex assignments. Work is reviewed for accuracy and compliance with instructions, and to insure proper alignment with the overall system.</p>
<p>Computer Systems Analyst III</p>	<p>Applies systems analysis and design techniques to complex computer systems in areas such as manufacturing; finance management; engineering, accounting, or statistics; logistics; material management, etc. Usually, there are multiple users of the system, however, some are complex one-user systems, e.g., for engineering or research projects. Requires completion of all phases of systems analysis techniques, concepts, and methods and knowledge of available software, computer equipment, and the regulations, structure, techniques, and management practices of one or more subject-matter areas. Since input data usually come from diverse sources, is responsible for recognizing probable conflicts and integrating diverse data elements. Produces innovative solutions for a variety of complex problems.</p> <p>Maintains and modifies complex systems or develops new subsystems such as an inventory production scheduling, inventory control, cost analysis, or sales analysis record in which each item of each type is automatically processed through the full system of records. Guides in formulating requirements; advises on alternatives and on the implications of new operations processing systems; analyzes resulting user project proposals, identifies omissions, clarifies requirements and conducts feasibility studies; recommends optimum approach and system design for approved projects. Interprets information and informally arbitrates between system users when conflicts exist. May serve as lead analyst in a design subgroup, coordinating and integrating the work of one or two lower level analysts, each responsible for several projects. Supervision and nature of review are similar to level II; existing systems provide platform for operation of new subsystems.</p>
<p>Peripheral Equipment Operator</p>	<p>Operates peripheral equipment which directly supports digital computer operations. This equipment is uniquely and specifically designed for computer applications, but needs to be physically or electronically connected to a computer. Printers, plotters, card readers, tape readers, tape units or drives, disk units or drives, and data display units are examples of peripheral equipment.</p> <p>The following duties characterize the work of a Peripheral Equipment Operator:</p> <ul style="list-style-type: none"> Loading printers and plotters with correct paper; adjusting controls for forms, thickness, printing density, and location; and unloading hard copy; Labeling tape reels, disks or card decks; Checking labels and mounting and dismounting designated tape reels or disks on spindles or drives; Setting controls which regulate operation of the equipment; Observing panel lights for warnings and error indications and taking appropriate action; Examining tapes, cards, or other material for creases, tears, or other defects which cause processing problems. <p>Excludes workers (1) who monitor and operate a control console or a remote terminal. Job duties are limited to operating decollators, busters, separators, or similar equipment.</p>
<p>Personal Computer Support Technician</p>	<p>The Personal Computer Support Technician provides support to distributed PC/networking environment including installation, testing, repair, and troubleshooting for stand-alone PCs, PCs linked to networks, printers, and other computer peripherals. Support responsibilities include software installation, and hardware configurations. This technician performs technical, operational, and training support to users of personal computers either by telephone, or on-site for PC desktop hardware and software packages. Job duties require the technician to install and test personal computers, printers, and other peripherals, configure operating system, load shrink-wrap programs and other application software</p>

	<p>programs. In this position, the incumbent troubleshoots computer problems, performs hardware and software diagnostics, coordinates needed repairs, resolves computer system problems, including coordination between users and components of a local area network, and participates in the evaluation of system configuration and software.</p>
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SIN 736-4

Exhibits Specialist I	At this level Exhibits Specialists bring to the job manual dexterity, mechanical skill skill, plus aptitude for learning exhibits techniques. Performs duties related to the finishing and repair of exhibits, while acquiring training in museum or exhibits tec
Exhibits Specialist II	At this level Exhibits Specialists perform independently the phases of work in which proficient, and receive training in the more complex processes. Duties relate to the finishing and maintenance of exhibits which require a high degree of manual dexte moderate but varied artistic skills. Generally they work from accurate scale drawin sketches with instructions as to the materials to be used and the colors to be matche phases of the work with which they are thoroughly familiar, and within the framew and proven methods and techniques, there is considerable latitude of choice in exec which involves several processes or stages of development, the supervisor checks t completion of each phase.
Exhibits Specialist III	At this level Exhibits Specialists are responsible for the construction of portions of exhibits, such as models, three dimensional training aids, or complex exhibit cases exhibit furniture. Complexity of work may be indicated by: (a) subject matter which requires extensi search of the literature; (b) the need to demonstrate the significance of an event or c the need to present the development or evaluation of an event; and (d) subject matt several disciplines. Another area of work at this level includes the planning of deta processes and actual restoration work on historic structures or valuable items, or th replicas or models requiring greater skill than is required for the work at the Exhibi level. At level III, Exhibits Specialists are comparatively free to use judgment in se methods and materials, and developing techniques and color schemes.
Illustrator (Occupational Base)	The Illustrator prepares illustrations and drawings using common art media to depi scientific subjects or technical equipment, renders preliminary or final products suc and component drawings, exploded views, functional, perspective and isometric dr schematic diagrams from rough sketches or notes provided by subject matter specia media such as oil, water color or pen-and-ink. This person lays out proposed illust conformity with established style and format taking into account perspective, angle artistic effect, discusses illustration or drawing at various stages of completion with illustrator or supervisor, and makes changes as necessary.
Illustrator I	Duties require the ability to use common media such as tempera, oils, pen-and-ink, average skill. Copies drawings, either by tracing or freehand. Applies coloring or w drawings; letters by hand or by use of templates; and does detail or background wo illustrations which have been prepared by an illustrator of higher grade. When working with scientific subjects and technical equipment, acquires basic kno subject matter field and develops information about the field of work that will be il working in the general fields of illustrating, acquires necessary information about s illustrations or applies general knowledge to the subject.
Illustrator II	The Illustrator II usually is assigned to projects involving several of the common a pen-and-ink, pencil, tempera, wash, oils, and airbrush over a period of time. These the Illustrator to be proficient in the use of these media and in executing acceptable many styles. Generally, Illustrator II executes drawings that have been conceived l presented in the form of rough sketches. This illustrator does not exercise an exten of the subject matter involved when preparing medical, scientific or technical equip illustrations, but does acquire information about the subject assigned to illustrate an background of subject matter knowledge through carrying out these illustrating ass However, the kind of illustrating work assigned does not require an extensive prior about the subjects illustrated.
Illustrator III	The projects to which this worker is assigned usually involve several of the commo in the case of Illustrator II), but the illustrations themselves typically require a high skill in the use of many of the media. This degree of skill is required because (a) th which the illustration must be completed requires the ability to work quickly and co order to produce an acceptable finished product within the available time limit; (b) calls for the use of fine detail, special artistic effects, or an unusual use of the chose (c) the method of reproduction, the use to which the illustration is to be put, or the artistic results desired calls for exceptional care and skill in the use of the medium.

	<p>The themes illustrated may be either concrete in nature or they may represent ideas or concepts. The illustrations differ from those typical of Illustrator II in that they are not to interpret the publications, chart, poster, or exhibit in which they appear, while Illustrator II is required to interpret factual rather than interpretative material.</p> <p>Illustrator III is required to have a knowledge of a specialized subject matter field such as medicine, science, or technical equipment. Prepares illustrations that are designed to show the appearance of specific medical or scientific specimens or of pieces of technical equipment.</p>
Librarian	<p>The Librarian maintains library collections of books, serial publications, and documents, audiovisual and other materials and assists groups and individuals in locating and checking out materials, furnishes information on library activities, facilities, rules and services, and assists in use of reference sources, such as card or book catalog, or book and periodical catalogs to locate information. This worker issues and receives materials for circulation or use, assembles and arranges displays of books and other library materials, maintains reference materials. The Librarian also answers correspondence on special reference requests, may compile list of library materials according to subjects or interests, and may select, catalog and classify materials.</p>
Library Aide/Clerk	<p>The Library Aide/Clerk works under the supervision of Librarian and Library Technician at the main circulation desk following simple repetitive tasks including: issuing library cards, explaining library rules and borrowing procedures, recording information such as reports of lost or damaged items, requests for materials, and overdue materials and refers this information to Librarian or Library Technician. This Worker contacts borrowers by telephoning or issuing overdue notices, shelves books, magazines, and other materials under supervision of Library Technician or Librarian, accesses and enters limited routine information in a few screens of automated database, performs routine clerical duties such as referring callers or visitors to appropriate staff, and assists Library Technician with processing duties such as labeling and stamping and preparing materials such as posters or book lists for events.</p>
Library Information Technology Systems Administrator	<p>The Library Information Technology Systems Administrator administers and supports daily operational requirements of library and information computer network systems including workstation, file servers, and web servers. Duties typically involve the installation of hardware, software, systems upgrades, network accounts, network security, and web page design, interface and updates, planning and implementing long-range automation plan, period reports, and local system design documentation. This Administrator trains staff on software applicable to their position, assists patrons with information technology, and provides instruction on computers and applications.</p>
Library Technician	<p>The Library Technician provides information service such as answering questions and preparing catalogs and assists in the use of bibliographic tools, such as Library of Congress Catalog and incumbent performs routine cataloging of library materials, files cards in catalog drawer to system used, answers routine inquiries, and refers persons requiring professional Librarian. This Technician verifies bibliographic information on order requests, works with workers in maintenance of stacks or in section of department or division with tasks such as ordering or receiving section of acquisitions department, card preparation activities in department, or limited loan or reserve desk operation of circulation department.</p>
Media Specialist (Occupational B)	<p>The Media Specialist maintains functionality (expiration dates, incorrect labeling, etc.) for a variety of media sources, e.g., tapes, cassettes, microfiche, film, and compact disks/DVDs, in addition to introduction of new media technology. Troubleshoots and resolves media errors and data processing problems; lower level media specialists focus on preplanned procedures when troubleshooting, while higher level media specialist may deviate from standard operating procedures.</p>

Media Specialist I	The Media Specialist I maintains library of media (tapes, cassettes and microfiche) and solves a few difficult data processing problems (e.g. damaged media or misplaced media). In response to data processing problems, this person applies data processing or corrective procedures to solve problems which do not have preplanned procedures, and works under general supervision of higher-level Media Specialists.
Media Specialist II	This Specialist maintains a range of media (tapes, cassettes and microfiche). In addition to maintaining the media library and resolving common data processing problems, the Specialist diagnoses and acts on media errors not fully covered by existing procedures and guides the Worker in tape, disposition or making mechanical adjustments to maintain or restore media equipment. In response to media error reports, this Worker may deviate from standard procedures if existing procedures do not provide a solution and refers still-unresolved problems to Media Specialist III.
Media Specialist III	The Media Specialist III adapts to a variety of nonstandard problems that require extensive specialist assistance (e.g., expiration date on media, media internally labeled incorrectly or frequent introduction of new media technology). In response to media error conditions, this Worker chooses or devises a course of action from among processing tanks and dryer, around polished drum, and onto take-up reel. The specialist turns valves to fill tanks with premixed solutions such as developer, dyes, stop-baths, fixers, bleaches, and washes, moves thermosatic control to keep steam-heated drum at specified temperature, and splices sensitized paper to leaders using tape. The specialist then starts machine and throws switches to synchronize drive speeds of processing and drying units, compares processed prints with color standard, reports variations to control department, adds specified amount of chemicals to renew solutions, and maintains production records.
Photographer (Occupational Base)	The Photographer takes pictures requiring knowledge of photographic techniques, processes. Typically, some familiarity with the organization's activities (i.e., scientific, engineering, industrial, technical, retail, commercial, etc.) and some artistic ability are required at higher levels. Depending on the objectives of the assignment, photographers use standard equipment (including simple still, graphic, and motion picture cameras, video and television cameras, and similar commonly used equipment) and/or use special-purpose equipment (including specialized still and graphic cameras, motion picture production, television studio, and similar equipment). At the higher levels, a complex accessory system of equipment may be used, as needed, with sound or lighting systems, generators, timing or measurement mechanisms, or improvised stages or environments, etc. Work of photographers at higher levels is reviewed for quality and acceptability. The Photographer may also develop, process, or tape, serve as a lead photographer to lower level workers, or may perform work at lower levels as needed. Positions are matched to the appropriate level based on the difficulty of, and response to, photography performed, including the subject-matter knowledge and artistry required for the assignment. While the equipment may be an indication of the level of difficulty, positions at the higher level may use standard equipment, as needed.
Photographer I	The Photographer I takes routine pictures in situations where several shots can be taken. The Photographer uses standard still cameras for pictures lacking complications, such as color contrast, or lighting. Photographs are taken for identification, employee publicity, information, or publicity purposes. Workers must be able to focus, center, and provide flash-type lighting for an uncomplicated photograph. Typical subjects are employees, photographs for identification, award ceremonies, interviews, banquets or meetings, views of machinery, supplies, equipment, building, damaged shipments, or other subjects photographed to record conditions. Assignments usually are performed without difficulty due to the clear and simple nature of the desired photograph.
Photographer II	This Photographer uses standard still cameras, commonly available lighting equipment, and techniques to take photographs, which involve limited problems of speed, motion, or lighting. Typically, the subjects photographed are similar to those at Level I, but some aspects require more skill. Based on clear-cut objectives, this Worker determines subject, lens settings and filters, camera angles, exposure times, and type of film. This position requires familiarity with the situation gained from similar past experience to arrange for speed, balanced lighting, and correction for distortion, etc., as needed. The Photographer

	<p>16mm or 35mm motion picture cameras for simple shots such as moving equipment at work or meetings, where available or simple artificial lighting is used. Ordinarily opportunity for repeated shots or for retakes if the original exposure is unsatisfactory. Photographer consults with supervisor or photographers that are more experienced if retakes are anticipated.</p>
Photographer III	<p>The Photographer III selects from a range of standard photographic equipment for assignments demanding exact renditions, normally without opportunity for later retakes, when technical problems or uncertainties concerning lighting, exposure time, color, artistry, etc. Justify this worker to discuss technical requirements with operating officials or supervisor and treatment for each situation according to a detailed request, vary camera processes and use the setting and background to produce esthetics, as well as accurate and interesting pictures. Typically, standard equipment is used at this level, although "specialized" assignments can be performed using some special-purpose equipment under closer supervision. In typical assignments, the Photographer III photographs the following: (1) drawings, blueprints, textiles, etc., requiring accurate computation of reduction ratios and exposure times and equipment adjustments; (2) tissue specimens in fine detail and exact color when condition of the tissue may deteriorate rapidly; (3) medical or surgical procedures or conditions which normally cannot be recaptured on machine or motor parts to show wear or corrosion in minute wires or gears; (4) specialized real estate, goods and products for catalogs or listings when salability is enhanced by the photography; (5) work, construction sites, or patrons in prescribed detail to support legal claims, contracts, etc.; (6) artistic or technical design layouts requiring precise reproduction in settings; and (7) fixed objects on the ground or air-to-air objects which must be captured from a specific angle and require directing the pilot to get the correct angle of approach. This person works independently; solves most problems through consultations with more experienced photographers if available, or through reference sources.</p>
Photographer IV	<p>The Photographer IV uses special-purpose cameras and related equipment for assignments which the photographer usually makes all the technical decisions, although the objectives of the pictures is determined by operating officials. This Worker conceives and plans the photographic effects desired by operating officials and discusses modifications and adjustments to their original ideas in light of the potential and limits of the equipment, improvises methods and techniques or selects and alters secondary photographic features (e.g., backgrounds, colors, lighting). Many assignments afford only one opportunity to photograph a subject. Typical examples of equipment used at this level include ultra-high speed cameras, production, studio television, animation cameras, specialized still and graphic cameras, timing and triggering devices, etc. Some assignments are characterized by extremes in light values and the use of complex equipment. This photographer sets up precise photographic measurement and control systems, uses high speed color photography, synchronized stroboscopic (interval) light sources, and timed electronic triggering; operates equipment from a remote point; or arranges and operates at several thousand frames per second. In other assignments, selects and operates still picture or television cameras and accessories and shoots a part of a production or a scene, or takes special scenes to be used for background or special effects in the production. This person works under guidelines and requirements of the subject-matter area to be photographed and consults with supervisors only when dealing with highly unusual problems or altered equipment.</p>
Photographer V	<p>As a top technical expert, the Photographer V exercises imagination and creative initiative in response to photography situations requiring novel and unprecedented treatment. This worker typically performs one or more of the following assignments: (1) develops and adapts equipment or processes to meet new and unprecedented situations, e.g. works with physicists to develop and modify equipment for use in extreme conditions such as extreme cold, radiation, high altitude, under water, wind and pressure tunnels, or explosions; (2) organizes the overall technical photographic coverage for a variety of events and documents the phases of a scientific, industrial, medical, or research project; or (3) creates desired artistic or emotional effects by developing trick or special effects photography for novel situations. This person has a high degree of ingenuity and imaginative camera work to heighten, simulate, or alter the appearance of subjects. The Photographer V Independently develops, plans, and organizes the overall technical and photographic aspects of assignments in collaboration with operating officials who</p>

	<p>for project substance. This worker uses imagination and creative ability to implement within the capabilities and limitations of cameras and equipment, may exercise limited the substance of events to be photographed by staging actions, suggesting behavior principals, and rehearsing activities before photographs are taken.</p>
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SIN 736-5

Engineering Technician (Occupat	To be covered by these definitions, employees must meet all of the following criteria: provide semi-professional technical support for engineers working in such areas as design, development, testing, or manufacturing process improvement. Work pertains to electronic, or mechanical components or equipment. These technicians are required to have practical knowledge of science or engineering. Some positions may require a practical knowledge of mathematics or computer science. Included are workers who prepare design drawings with the design, evaluation, and/or modification of machinery and equipment.
Engineering Technician I	This technician performs simple routine tasks under close supervision or from detailed instructions. Work is checked in progress or on completion. This person performs one or a combination of the following typical duties as: a. Assembling or installing equipment or parts requiring simple wiring, soldering, or brazing; b. Performing simple or routine tasks or tests such as tensile or hardness tests; operating and adjusting simple test equipment; records test data. c. Gathering and maintaining specified records of engineering data such as tests, drawings, and reports; performing computations by substituting numbers in specified formulas; plotting data on simple curves and graphs.
Engineering Technician II	The Engineering Technician II performs standardized or prescribed assignments in a sequence of related operations, follows standard work methods on recurring assignments, and receives explicit instructions on unfamiliar assignments. Technical adequacy of work is reviewed on completion; non-routine work may be reviewed in progress. This technician performs at this level, one or a combination of such typical duties as: a. Following specific instructions, assembles or constructs simple or standard equipment, and servicing or repairing simple instruments or equipment; b. Conducting a variety of tests using established methods, preparing test specimens, operating equipment, recording test data, and pointing out deviations resulting from malfunction or observational errors; c. Extracting engineering data from various prescribed but non-standardized sources and presenting the data following well-defined methods including elementary algebra and geometry, and presenting the data in prescribed form.
Engineering Technician III	The Engineering Technician III performs assignments that are not completely standardized, selects or adapts standard procedures or equipment, using fully applicable procedures, receives initial instructions, equipment requirements, and advice from supervisor or engineer as needed, performs recurring work independently. Work is reviewed for technical adequacy and conformity with instructions. This technician performs at this level one or a combination of the following typical duties as: a. Constructing components, subunits, or simple models or adapts standard equipment to troubleshoot and correct malfunctions; b. Following specific layout and scientific diagrams to construct and package simple subunits of equipment. c. Conducting various tests or experiments which may require minor modifications to standard procedures as well as subjective judgments in measurement, selecting, preparing, and operating standard test equipment and records test data; d. Extracting and compiling a variety of engineering data from field notes, manuals, reports, etc., processing data, identifying errors or inconsistencies, selecting methods of data presentation, and presenting the data in prescribed form; e. Assisting in design modification by compiling data related to design, specifications, and materials that are pertinent to specific items of equipment or component parts; developing information concerning previous operational failures and modifications, and using this information as a basis for initiative to recognize inconsistencies or gaps in data and seek sources to clarify information.
Engineering Technician IV	The Engineering Technician IV performs non-routine assignments of substantial variety and complexity, using operational precedents that are not fully applicable, such assignments are typically parts of broader assignments, are screened to eliminate unusual design problems, and incumbent may plan such assignments. This technician receives technical advice from supervisor or engineer. Work is reviewed for technical adequacy (or conformity with instructions). This position may be assisted by lower level technicians and have frequent contact with other technicians and others within the establishment, and performs one or a combination of such typical duties as: a. Developing or reviewing designs by extracting and analyzing a variety of engineering data and applying conventional engineering practices to develop, prepare, or recommend solutions.

	<p>designs, specifications, electrical drawings and parts lists. (Examples of designs in circuit diagrams; hardware fittings or test equipment involving a variety of mechanical conventional piping systems; and building site layouts).</p> <p>b. Conducting tests or experiments requiring selection and adaptation or modification of a variety of critical test equipment and test procedures, preparing and operating equipment, collecting data, measuring and recording problems of significant complexity that sometimes require resolution at a higher level, and analyzes data and prepares test reports.</p> <p>c. Applying methods outlined by others to limited segments of research and development; constructing experimental or prototype models to meet engineering requirements; conducting experiments and redesigns as necessary and recording and evaluating data and reports.</p>
<p>Engineering Technician V</p>	<p>This technician performs non-routine and complex assignments involving responsibility for planning and conducting a complete project of relatively limited scope or a portion of a more diverse project, selects and adapts plans, techniques, designs, or layouts, controls and coordinates related activities to resolve problems and coordinate the work, reviews, analyzes and approves the technical work of others. Supervisor or professional engineer outlines objectives and design approaches. Completed work is reviewed for technical adequacy and safety requirements. This incumbent may train and be assisted by lower level technicians and one or a combination of the following:</p> <p>a. Designs, develops, and constructs major units, devices, or equipment; conducts tests and experiments; analyzes results and redesigns or modifies equipment to improve performance; and reports results.</p> <p>b. From general guidelines and specifications (e.g., size or weight requirements), designs and develops parts, research instruments, or special purpose circuitry. Analyzes technical data to determine applicability to design problems; selects from several possible design layouts; calculates and interprets test data; and prepares layouts, detailed specifications, parts lists, estimates, procedures, and check and analyze drawings or equipment to determine adequacy of drawings and equipment.</p> <p>c. Plans or assists in planning tests to evaluate equipment performance. Determines test requirements, equipment modification, and test procedures; conducts tests using all available instruments; analyzes and evaluates test results, and prepares reports on findings and recommendations.</p>
<p>Engineering Technician VI</p>	<p>This technician independently plans and accomplishes complete projects or studies of moderate size and complexity, or serves as an expert in a narrow aspect of a particular field of engineering, taking into account environmental factors affecting electronic engineering. Complexity of assignments requires considerable creativity and judgment to devise approaches to accomplish various design and operational problems, and make decisions in situations where standard methods, procedures, and techniques may not be applicable. Supervisor or professional engineer provides advice on unusual or controversial problems or policy matters. Completed work is reviewed for compliance with overall project objectives. This worker may supervise and be assisted by lower level technicians, and performs, one or a combination of the following:</p> <p>a. Prepares designs and specifications for various complex equipment or systems (e.g., control system in an office building, or new electronic components such as solid state device instrumentation equipment).</p> <p>b. Plans approach to solve design problems; conceives and recommends new design solutions; resolves design problems with contract personnel, and assures compatibility of design with other parts of the system.</p> <p>c. Designs and coordinates test set-ups and experiments to prove or disprove the feasibility of a preliminary design; uses untried and untested measurement techniques; and improves performance of the equipment. May advise equipment users on redesign to solve unusual operational deficiencies.</p> <p>d. Plans approach and conducts various experiments to develop equipment or systems characterized by (a) difficult performance requirements because of conflicting attributes such as versatility, size, and ease of operation; or (b) unusual combination of techniques or materials. Arranges for fabrication of pilot models and determines test procedures and design requirements for equipment.</p>

Environmental Technician	<p>The Environmental Technician conducts tests and field investigations to obtain data on environmental, engineering and scientific personnel in determining sources and means of controlling pollutants in air, water, and soil, utilizing knowledge of agriculture, chemistry, meteorology, and engineering principles and applied technologies. This worker conducts and physical laboratory and field tests according to prescribed standards to determine characteristics or composition of solid, liquid, or gaseous materials and substances. This worker uses instruments such as spectrophotometer, microscope, analytical balance, meter, chemicals, autoclaves, centrifuge spectrophotometer, microscope, analytical instrumentation, and chemical laboratory equipment.</p> <p>This worker collects samples of gases from smokestacks, and collects other air samples and meteorological data to assist in evaluation of atmospheric pollutants; collects water samples from streams and lakes, or raw, semi-processed or processed water, industrial waste water, and other sources to assess pollution problem, and collects soil, silt, or mud to determine composition and nature of pollutants. This worker prepares sample for testing, records test results, prepares summaries and charts for review, sets monitoring equipment to provide field data, installs, operates, and performs routine maintenance on gas and fluid flow meters, chemical reaction systems, mechanical equipment, and other test instrumentation.</p> <p>This worker may operate fixed or mobile monitoring or data collection station, may conduct bacteriological or other tests related to research in environmental or pollution control, may collect and analyze engine exhaust emissions to determine type and amount of pollutants, or may specialize in one phase or type of environmental pollution or protection and be identified by title to specialty.</p>
Paralegal/Legal Assistant (Occupational)	<p>The Paralegal/Legal Assistant performs a variety of legal assistance duties in an office setting. The Paralegal Assistant analyzes text of legislative developments and administrative and judicial decisions, opinions, decrees, and rulings, conducts research for the preparation of legal opinions on matters of interest, and performs substantive legal analysis of requests for information under the provisions of various laws. The Paralegal Assistant performs similar legal support functions which require discretion and independent judgment and the application of specialized knowledge of laws, precedent decisions, regulations, agency decisions, and judicial or administrative proceedings. Such knowledge is less than that represented by graduation from a recognized law school and may have been gained from formalized training, professionally instructed agency, educational institution training, or from professional on-the-job training. While the paramount knowledge requirements of this occupation are legal, some positions may also require a practical knowledge of subject matter area and familiarity with agency's substantive programs.</p>
Paralegal/Legal Assistant I	<p>The Paralegal/Legal Assistant I works under close supervision with required assistance available. Persons in this position typically perform the following:</p> <ul style="list-style-type: none"> a. Consult prescribed sources of information for facts relating to matters of interest in the program; b. Review documents to extract selected data and information relating to specific information; c. Review and summarize information in prescribed format on case precedent and administrative actions; d. Search and extract legal references in libraries and computer-data banks; e. Attend hearings or court appearances to become informed on administrative and judicial proceedings and the status of cases, and where necessary, assist in the presentation of evidence and other visual information.
Paralegal/Legal Assistant II	<p>At this level, the Paralegal/Legal Assistant II exercises more independent judgment than the level I position. In this capacity the incumbent:</p> <ul style="list-style-type: none"> a. Reviews case materials to become familiar with questions under consideration; b. Searches for and summarizes relevant articles in trade magazines, law reviews, periodicals, studies, financial reports, and similar materials for use of attorneys in the preparation of briefs, and other legal documents; c. Prepares digests of selected decisions or opinions which incorporate legal references and analyses of precedents involved in areas of well-defined and settled points of law; d. Interviews potential witnesses and prepares summary interview reports for the attorney; e. Participates in pre-trial witness conferences, notes possible deficiencies in case materials (missing documents, conflicting statements) and additional issues or other questions, and requests further investigation by other agency personnel to correct possible deficiencies; personally conducts limited investigations at the pre-trial stage;

	<ul style="list-style-type: none"> f. Prepares and organizes trial exhibits, as required, such as statistical charts and photographs of exhibits; g. Verifies citations and legal references on prepared legal documents; h. Prepares summaries of testimony and depositions; i. Drafts and edits non-legal memoranda, research reports and correspondence related to cases.
Paralegal/Legal Assistant III	<p>At this level, the Paralegal/Legal Assistant III participates in the substantive development of cases. In this capacity, the incumbent performs the following:</p> <ul style="list-style-type: none"> a. Analyzes and evaluates case files against litigation worthiness standards; b. Notes and corrects case file deficiencies (e.g., missing documents, inconsistent information, or information not investigated) before sending the case on to the concerned trial attorney; c. Reviews and analyzes available precedents relevant to cases under consideration and presents presenting case summaries to trial attorneys; d. Gathers, sorts, classifies, and interprets data to discover patterns of possible discrimination activity; e. Interviews relevant personnel and potential witnesses to gather information; f. Reviews and analyzes relevant statistics; g. Performs statistical evaluations such as standard deviations, analyses of variance, and ranges as supporting data for case litigation; h. Consults with statistical experts on reliability evaluations; i. May testify in court concerning relevant data.
Paralegal/Legal Assistant IV	<p>At this level, the Paralegal/Legal Assistant IV assists in the evaluation, development, and preparation of cases. In this capacity, the incumbent performs the following duties:</p> <ul style="list-style-type: none"> a. Examines and evaluates information in case files, for case litigation worthiness against the titles of law; b. Determines the need for additional information, independent surveys, evidence, and plans a comprehensive approach to obtain this information; c. Through on-site visits, interviews, and review of records on operations, looks for the relevance and worth of evidence; d. Selects, summarizes, and compiles comparative data to examine and evaluate record keeping deficiencies in order to provide evidence of illegal practices or patterns; e. Reviews economic trends and forecasts at the national and regional level to evaluate the likelihood of successful prosecution and potential remedial provisions of ongoing investigation and litigation; f. Identifies types of record keeping systems and types of records maintained which are relevant. Gathers, sorts, and interprets data from various record systems including electronic information systems; g. Interviews potential witnesses for information and prepares witnesses for court appearances; h. Develops statistics and tabulations, such as standard deviations, regression analysis, and weighting, to provide leads and supportive data for case litigation. Prepares charts, tables to illustrate results; i. Analyzes data, develops recommendations and justifications for the attorney(s) who bring the matter to court. Continues to work with the attorney(s) during the progress of the case and developing further evidence and exhibits, providing administrative assistance, maintaining custody of exhibits, documents, and files; j. May appear in court as a witness to testify concerning exhibits prepared supporting the case.
Technical Writer I	<p>The Technical Writer I revises or writes standardized material for reports, manuals, proposals, instruction books, catalogs, and related technical and administrative publications concerned with work methods and procedures, and installation, operation, and maintenance of machinery and other equipment. This worker receives technical direction from supervisors and senior writer, notes or manuals containing operating procedures and details manufacturing processes. This writer may have access to blueprints, sketches, drawings, parts lists, specifications, and product samples to integrate and delineate technology, operating procedure, and sequence and detail.</p> <p>This worker organizes material and completes writing assignment according to set standards. This worker may be required to edit, correct, and revise work, may maintain records of work and revisions, select photographs, drawings, sketches, diagrams, and charts to</p>

	<p>material, assist in laying out material for publication arrange for typing, duplication, distribution of material; may assist in writing speeches, articles, and public or employee releases, and may specialize in writing material regarding work methods and procedures.</p>
Technical Writer II	<p>In this capacity, the Technical Writer revises or writes material that is mostly standard reports, manuals, briefs, proposals, instruction books, catalogs, and related technical and administrative publications concerned with work methods and procedures, and installation, operation, and maintenance of machinery and other equipment. The incumbent receives assignment and technical information from a supervisor or senior writer, may prepare manuals containing operating procedures and details, and may observe production, or experimental activities to expand or verify the provided operating procedures and details. This worker accesses manufacturers' catalogs, drawings and other data relative to operation, maintenance, and service of equipment, may have access to blueprints, sketches, drawings, parts lists, specifications, mockups, and product samples to integrate and delineate technology, operating procedure, and production sequence and detail. This writer organizes material and completes writing assignment according to set standards regarding order, clarity, conciseness, style, and terminology, may maintain records and files of work and revisions, may select photographs, drawings, sketches, diagrams, and charts to illustrate material, assist in laying out material for publication, and arrange for typing, duplication and distribution of material. This worker may write speeches, articles, and public or employee relations releases, or specialize in writing material regarding work methods and procedures.</p>
Technical Writer III	<p>The Technical Writer III develops, writes, and edits material for reports, manuals, instruction books, catalogs, and related technical and administrative publications concerning work methods and procedures, and installation, operation, and maintenance of machinery and equipment, receives assignment from supervisor, observes production, development, or experimental activities to determine operating procedure and detail. This writer interviews production and engineering personnel and reads journals, reports, and other material to become familiar with product technologies and production methods, and reviews manufacturers' catalogs, drawings and other data relative to operation, maintenance, and service of equipment. The Technical Writer III studies blueprints, sketches, drawings, parts lists, specifications, and product samples to integrate and delineate technology, operating procedure, and production sequence and detail, organizes material and completes writing assignment according to set standards regarding order, clarity, conciseness, style, and terminology; and reviews materials and recommends revisions or changes in scope, format, content, and method of reproduction and binding. This worker may perform the following tasks: maintain records and files of work and revisions, select photographs, drawings, sketches, diagrams, and charts to illustrate material; assist in laying out material for publication, arrange for typing, duplication and distribution of material, write speeches, articles, and public or employee relations releases, standardize, or make changes to material prepared by other writers or plant personnel. The incumbent may specialize in writing material regarding work methods and procedures.</p>