## ATTACHMENT J-3 - ALLIANT 2 LABOR CATEGORIES AND BLS SERVICE OCCUPATIONAL CLASSIFICATIONS

#### BACKGROUND

Alliant 2 labor categories have been mapped to the Office of Management and Budget’s (OMB) Standard Occupational Classification (SOC) for which the Bureau of Labor Statistics (BLS) maintains compensation data. Labor categories are further subdivided by knowledge/skill level. Definitions of these knowledge/skill levels are as follows:

* **JUNIOR**: Applies fundamental concepts, processes, practices, and procedures on technical assignments. Performs work that requires practical experience and training. Work is performed under supervision.
* **JOURNEYMAN**: Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.
* **SENIOR**: Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.
* **SUBJECT MATTER EXPERT (SME)**: Provides technical/management leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision-making and domain knowledge may have a critical impact on overall project implementation. May supervise others.

#### INDIVIDUAL LABOR CATEGORIES

The following individual labor categories correspond to a single SOC Number, Title, and Functional Description.

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| **Labor**  **ID #** | **Business Intelligence Analyst** |
| 101 | Junior Business Intelligence Analyst |
| 102 | Journeyman Business Intelligence Analyst |
| 103 | Senior Business Intelligence Analyst |
| 104 | SME - Business Intelligence Analyst |
| **SOC No.** | **SOC Title and Functional Description** |
| 15-  1199.08 | Business Intelligence Analyst - Plan, direct, or coordinate activities in such  fields as electronic data processing, information systems, systems analysis, and computer programming. |

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| **Labor**  **ID #** | **Computer and Information Research Scientist** |
| 111 | Junior Computer and Information Research Scientist |
| 112 | Journeyman Computer and Information Research Scientist |
| 113 | Senior Computer and Information Research Scientist |
| 114 | SME - Computer and Information Research Scientist |
| **SOC No.** | **SOC Title and Functional Description** |
| 15-  1111.00 | Computer and Information Research Scientist - Conduct research into fundamental computer and information science as theorists, designers, or inventors. Develop solutions to problems in the field of computer hardware and  software. |

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| **Labor**  **ID #** | **Computer and Information Systems Manager** |
| 121 | Junior Computer and Information Systems Manager |
| 122 | Journeyman Computer and Information Systems Manager |
| 123 | Senior Computer and Information Systems Manager |
| 124 | SME - Computer and Information Systems Manager |
| **SOC No.** | **SOC Title and Functional Description** |
| 11-  3021.00 | Computer and Information Systems Manager - Plan, direct, or coordinate activities in such fields as electronic data processing, information systems,  systems analysis, and computer programming. |

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| **Labor** | **Computer Hardware Engineer** |

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| **ID #** |  |
| 131 | Junior Computer Hardware Engineer |
| 132 | Journeyman Computer Hardware Engineer |
| 133 | Senior Computer Hardware Engineer |
| 134 | SME - Computer Hardware Engineer |
| **SOC No.** | **SOC Title and Functional Description** |
| 17-  2061.00 | Computer Hardware Engineer - Research, design, develop, or test computer or computer-related equipment for commercial, industrial, military, or scientific use. May supervise the manufacturing and installation of computer or computer-  related equipment and components. |

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| **Labor**  **ID #** | **Computer Network Architect** |
| 141 | Junior Computer Network Architect |
| 142 | Journeyman Computer Network Architect |
| 143 | Senior Computer Network Architect |
| 144 | SME - Computer Network Architect |
| **SOC No.** | **SOC Title and Functional Description** |
| 15-  1143.00 | Computer Network Architect - Design and implement computer and information networks, such as local area networks (LAN), wide area networks (WAN), intranets, extranets, and other data communications networks. Perform network modeling, analysis, and planning. May also design network and computer security measures. May research and recommend network and data  communications hardware and software. |

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| **Labor**  **ID #** | **Computer Network Support Specialist** |
| 151 | Junior Computer Network Support Specialist |
| 152 | Journeyman Computer Network Support Specialist |
| 153 | Senior Computer Network Support Specialist |
| 154 | SME - Computer Network Support Specialist |
| **SOC No.** | **SOC Title and Functional Description** |
| 15-  1152.00 | Computer Network Support Specialist - Analyze, test, troubleshoot, and evaluate existing network systems, such as local area network (LAN), wide area network (WAN), and Internet systems or a segment of a network system.  Perform network maintenance to ensure networks operate correctly with  minimal interruption. |

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| **Labor**  **ID #** | **Computer Operator** |

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| 161 | \* Junior Computer Operator |
| 162 | \* Journeyman Computer Operator |
| 163 | Senior Computer Operator |
| 164 | SME - Computer Operator |
| **SOC No.** | **SOC Title and Functional Description** |
| 43-  9011.00 | Computer Operator - Monitor and control electronic computer and peripheral electronic data processing equipment to process business, scientific, engineering, and other data according to operating instructions. Monitor and respond to operating and error messages. May enter commands at a computer terminal and  set controls on computer and peripheral devices. |

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| **Labor**  **ID #** | **Computer Programmer** |
| 171 | Junior Computer Programmer |
| 172 | Journeyman Computer Programmer |
| 173 | Senior Computer Programmer |
| 174 | SME - Computer Programmer |
| **SOC No.** | **SOC Title and Functional Description** |
| 15-  1131.00 | Computer Programmer - Create, modify, and test the code, forms, and script that allow computer applications to run. Work from specifications drawn up by software developers or other individuals. May assist software developers by analyzing user needs and designing software solutions. May develop and write computer programs to store, locate, and retrieve specific documents, data, and  information. |

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| **Labor**  **ID #** | **Computer Systems Analyst** |
| 181 | Junior Computer Systems Analyst |
| 182 | Journeyman Computer Systems Analyst |
| 183 | Senior Computer Systems Analyst |
| 184 | SME - Computer Systems Analyst |
| **SOC No.** | **SOC Title and Functional Description** |
| 15-  1121.00 | Computer Systems Analyst - Analyze science, engineering, business, and other data processing problems to implement and improve computer systems. Analyze user requirements, procedures, and problems to automate or improve existing systems and review computer system capabilities, workflow, and scheduling  limitations. May analyze or recommend commercially available software. |

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| **Labor**  **ID #** | **Computer Systems Engineer/Architect** |

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| 191 | Junior Computer Systems Engineer/Architect |
| 192 | Journeyman Computer Systems Engineer/Architect |
| 193 | Senior Computer Systems Engineer/Architect |
| 194 | SME - Computer Systems Engineer/Architect |
| **SOC No.** | **SOC Title and Functional Description** |
| 15-  1199.02 | Computer Systems Engineer/Architect - Design and develop solutions to complex applications problems, system administration issues, or network concerns.  Perform systems management and integration functions. |

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| **Labor**  **ID #** | **Computer User Support Specialist** |
| 201 | \* Junior Computer User Support Specialist |
| 202 | Journeyman Computer User Support Specialist |
| 203 | Senior Computer User Support Specialist |
| 204 | SME - Computer User Support Specialist |
| **SOC No.** | **SOC Title and Functional Description** |
| 15.1151.  00 | Computer User Support Specialist - Provide technical assistance to computer users. Answer questions or resolve computer problems for clients in person, or via telephone or electronically. May provide assistance concerning the use of computer hardware and software, including printing, installation, word  processing, electronic mail, and operating systems. |

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| **Labor**  **ID #** | **Data Warehousing Specialist** |
| 211 | Junior Data Warehousing Specialist |
| 212 | Journeyman Data Warehousing Specialist |
| 213 | Senior Data Warehousing Specialist |
| 214 | SME - Data Warehousing Specialist |
| **SOC No.** | **SOC Title and Functional Description** |
| 15-  1199.07 | Data Warehousing Specialist - Design, model, or implement corporate data  warehousing activities. Program and configure warehouses of database information and provide support to warehouse users. |

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| **Labor**  **ID #** | **Database Administrator** |
| 221 | Junior Database Administrator |
| 222 | Journeyman Database Administrator |
| 223 | Senior Database Administrator |
| 224 | SME - Database Administrator |
| **SOC No.** | **SOC Title and Functional Description** |
| 15- | Database Administrator - Administer, test, and implement computer databases, |

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| 1141.00 | applying knowledge of database management systems. Coordinate changes to computer databases. May plan, coordinate, and implement security measures to  safeguard computer databases. |

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| **Labor**  **ID #** | **Database Architect** |
| 231 | Junior Database Architect |
| 232 | Journeyman Database Architect |
| 233 | Senior Database Architect |
| 234 | SME - Database Architect |
| **SOC No.** | **SOC Title and Functional Description** |
| 15-  1199.06 | Database Architect - Design strategies for enterprise database systems and set standards for operations, programming, and security. Design and construct large relational databases. Integrate new systems with existing warehouse structure  and refine system performance and functionality. |

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| **Labor**  **ID #** | **Document Management Specialist** |
| 241 | Junior Document Management Specialist |
| 242 | Journeyman Document Management Specialist |
| 243 | Senior Document Management Specialist |
| 244 | SME - Document Management Specialist |
| **SOC No.** | **SOC Title and Functional Description** |
| 15-  1199.12 | Document Management Specialist- Implement and administer enterprise-wide  document management systems and related procedures that allow organizations to capture, store, retrieve, share, and destroy electronic records and documents. |

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| **Labor**  **ID #** | **Geographic Information Systems Technician** |
| 251 | **\*** Junior Geographic Information Systems Technician |
| 252 | Journeyman Geographic Information Systems Technician |
| 253 | Senior Geographic Information Systems Technician |
| 254 | SME - Geographic Information Systems Technician |
| **SOC No.** | **SOC Title and Functional Description** |
| 15-  1199.05 | Geographic Information Systems Technician - Assist scientists, technologists, or related professionals in building, maintaining, modifying, or using geographic information systems (GIS) databases. May also perform some custom application  development or provide user support. |

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| **Labor**  **ID #** | **Geospatial Information Scientist and Technologist** |

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| 261 | Junior Geospatial Information Scientist and Technologist |
| 262 | Journeyman Geospatial Information Scientist and Technologist |
| 263 | Senior Geospatial Information Scientist and Technologist |
| 264 | SME - Geospatial Information Scientist and Technologist |
| **SOC No.** | **SOC Title and Functional Description** |
| 15-  1199.04 | Geospatial Information Scientist and Technologist - Research or develop geospatial technologies. May produce databases, perform applications programming, or coordinate projects. May specialize in areas such as agriculture, mining, health care, retail trade, urban planning, or military  intelligence. |

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| **Labor**  **ID #** | **Information Security Analyst** |
| 271 | Junior Information Security Analyst |
| 272 | Journeyman Information Security Analyst |
| 273 | Senior Information Security Analyst |
| 274 | SME - Information Security Analyst |
| **SOC No.** | **SOC Title and Functional Description** |
| 15-  1122.00 | Information Security Analyst - Plan, implement, upgrade, or monitor security measures for the protection of computer networks and information. May ensure appropriate security controls are in place that will safeguard digital files and vital electronic infrastructure. May respond to computer security breaches and  viruses. |

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| **Labor**  **ID #** | **Information Technology Project Manager** |
| 281 | Junior Information Technology Project Manager |
| 282 | Journeyman Information Technology Project Manager |
| 283 | Senior Junior Information Technology Project Manager |
| 284 | SME - Junior Information Technology Project Manager |
| **SOC No.** | **SOC Title and Functional Description** |
| 15-  1199.09 | Information Technology Project Manager - Plan, initiate, and manage information technology (IT) projects. Lead and guide the work of technical staff. Serve as liaison between business and technical aspects of projects. Plan project stages and assess business implications for each stage. Monitor progress to  assure deadlines, standards, and cost targets are met. |

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| **Labor**  **ID #** | **Management Analyst** |
| 291 | Junior Management Analyst |

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| 292 | Journeyman Management Analyst |
| 293 | Senior Management Analyst |
| 294 | SME - Management Analyst |
| **SOC No.** | **SOC Title and Functional Description** |
| 13-  1111.00 | Management Analyst - Conduct organizational studies and evaluations, design systems and procedures, conduct work simplification and measurement studies, and prepare operations and procedures manuals to assist management in operating more efficiently and effectively. Includes program analysts and  management consultants. |

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| **Labor**  **ID #** | **Network and Computer Systems Administrator** |
| 301 | Junior Network and Computer Systems Administrator |
| 302 | Journeyman Network and Computer Systems Administrator |
| 303 | Senior Network and Computer Systems Administrator |
| 304 | SME - Network and Computer Systems Administrator |
| **SOC No.** | **SOC Title and Functional Description** |
| 15-  1142.00 | Network and Computer Systems Administrator - Install, configure, and support an organization's local area network (LAN), wide area network (WAN), and Internet systems or a segment of a network system. Monitor network to ensure network availability to all system users and may perform necessary maintenance to support network availability. May monitor and test Web site performance to ensure Web sites operate correctly and without interruption.  May assist in network modeling, analysis, planning, and coordination between network and data communications hardware and software. May supervise computer user support specialists and computer network support specialists.  May administer network security measures. |

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| **Labor**  **ID #** | **Software Developer, Applications** |
| 311 | Junior Software Developer, Applications |
| 312 | Journeyman Software Developer, Applications |
| 313 | Senior Software Developer, Applications |
| 314 | SME - Software Developer, Applications |
| **SOC No.** | **SOC Title and Functional Description** |
| 15-  1132.00 | Software Developer, Applications - Develop, create, and modify general computer applications software or specialized utility programs. Analyze user needs and develop software solutions. Design software or customize software for client use with the aim of optimizing operational efficiency. May analyze and design databases within an application area, working individually or coordinating  database development as part of a team. May supervise computer programmers. |

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| **Labor**  **ID #** | **Software Developer, Systems Software** |
| 321 | Junior Software Developer, Systems Software |
| 322 | Journeyman Software Developer, Systems Software |
| 323 | Senior Software Developer, Systems Software |
| 324 | SME - Software Developer, Systems Software |
| **SOC No.** | **SOC Title and Functional Description** |
| 15-  1133.00 | Software Developer, Systems Software - Research, design, develop, and test operating systems-level software, compilers, and network distribution software for medical, industrial, military, communications, aerospace, business, scientific, and general computing applications. Set operational specifications and formulate and analyze software requirements. May design embedded systems software.  Apply principles and techniques of computer science, engineering, and  mathematical analysis. |

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| **Labor**  **ID #** | **Software Quality Assurance Engineer and Tester** |
| 331 | Junior Software Quality Assurance Engineer and Tester |
| 332 | Journeyman Software Quality Assurance Engineer and Tester |
| 333 | Senior Software Quality Assurance Engineer and Tester |
| 334 | SME - Software Quality Assurance Engineer and Tester |
| **SOC No.** | **SOC Title and Functional Description** |
| 15.1199.  01 | Software Quality Assurance Engineer and Tester - Develop and execute software  test plans in order to identify software problems and their causes. |

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| **Labor**  **ID #** | **Technical Writer** |
| 341 | Junior Technical Writer |
| 342 | Journeyman Technical Writer |
| 343 | Senior Technical Writer |
| 344 | SME - Technical Writer |
| **SOC No.** | **SOC Title and Functional Description** |
| 27-  3042.00 | Technical Writer - Write technical materials, such as equipment manuals, appendices, or operating and maintenance instructions. May assist in layout  work. |

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| **Labor** | **Telecommunications Engineering Specialist** |

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| **ID #** |  |
| 351 | Junior Telecommunications Engineering Specialist |
| 352 | Journeyman Telecommunications Engineering Specialist |
| 353 | Senior Telecommunications Engineering Specialist |
| 354 | SME - Telecommunications Engineering Specialist |
| **SOC No.** | **SOC Title and Functional Description** |
| 15-  1143.01 | Telecommunications Engineering Specialist - Design or configure voice, video,  and data communications systems. Supervise installation and post-installation service and maintenance. |

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| **Labor**  **ID #** | **Telecommunications Equipment Installer and Repairer** |
| 361 | \* Junior Telecommunications Equipment Installer and Repairer |
| 362 | Journeyman Telecommunications Equipment Installer and Repairer |
| 363 | Senior Telecommunications Equipment Installer and Repairer |
| 364 | SME - Telecommunications Equipment Installer and Repairer |
| **SOC No.** | **SOC Title and Functional Description** |
| 49-  2022.00 | Telecommunications Equipment Installer and Repairer - Install, set-up, rearrange, or remove switching, distribution, routing, and dialing equipment used in central offices or headend. Service or repair telephone, cable television, Internet, and other communications equipment on customers' property. May  install communications equipment or communications wiring in buildings. |

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| **Labor**  **ID #** | **Training and Development Specialist** |
| 371 | Junior Training and Development Specialist |
| 372 | Journeyman Training and Development Specialist |
| 373 | Senior Training and Development Specialist |
| 374 | SME - Training and Development Specialist |
| **SOC No.** | **SOC Title and Functional Description** |
| 13-  1151.00 | Training and Development Specialist - Design and conduct training and  development programs to improve individual and organizational performance. May analyze training needs. |

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| **Labor**  **ID #** | **Video Game Designer** |
| 381 | Junior Video Game Designer |
| 382 | Journeyman Video Game Designer |
| 383 | Senior Video Game Designer |
| 384 | SME - Video Game Designer |

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| **SOC No.** | **SOC Title and Functional Description** |
| 15-  1199.11 | Video Game Designer - Design core features of video games. Specify innovative game and role-play mechanics, story lines, and character biographies. Create and maintain design documentation. Guide and collaborate with production staff  to produce games as designed. |

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| **Labor**  **ID #** | **Web Administrator** |
| 391 | Junior Web Administrator |
| 392 | Journeyman Web Administrator |
| 393 | Senior Web Administrator |
| 394 | SME - Web Administrator |
| **SOC No.** | **SOC Title and Functional Description** |
| 15-  1199.03 | Web Administrator - Manage web environment design, deployment, development and maintenance activities. Perform testing and quality assurance  of web sites and web applications. |

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| **Labor**  **ID #** | **Web Developer** |
| 401 | Junior Web Developer |
| 402 | Journeyman Web Developer |
| 403 | Senior Web Developer |
| 404 | SME - Web Developer |
| **SOC No.** | **SOC Title and Functional Description** |
| 15-  1134.00 | Web Developer - Design, create, and modify Web sites. Analyze user needs to implement Web site content, graphics, performance, and capacity. May integrate Web sites with other computer applications. May convert written, graphic, audio, and video components to compatible Web formats by using software  designed to facilitate the creation of Web and multimedia content. |

\* The estimated direct labor rate for the above labor categories are marked with an asterisk and are expected not to exceed the dollar thresholds indicated in **29 CFR 541.400 General Rule for Computer Employees**; therefore, DOL’s Service Contract Labor Standards may apply.

(End of Attachment J-3)