

SECTION J - ATTACHMENT J-9

LABOR CATEGORY POSITION DESCRIPTIONS/QUALIFICATIONS AND FULLY-BURDENED LABOR RATES

Labor Category	Position Description	Minimum Qualifications	Rate				
			FY17	FY18	FY19	FY20	FY21
Project Manager	Provide the role of manager/nuclear facility manager for the assigned project. This role provides leadership for daily operations, maintenance and physical security at the facility and for the coordination with local emergency responders. Ensure conformance of regulatory and technical requirements for this NRC licensed facility through direct observation, records review, technical analysis, work requests and other means. Prepare or oversee preparation of technical and operational documents, such as authorization basis documents, system design descriptions, maintenance, and operating and surveillance procedures. Prepare budget requests and manage cost accounts associated with compliant facility operations. This position provides leadership and direction to system engineers, design engineers, licensing engineers, and technical specialists in their support of the project.	Applicable Bachelor degree or equivalent experience plus 18 years professional experience (including 10 years of project management related experience)	\$[229.59]	\$[235.33]	\$[241.21]	\$[247.24]	\$[253.42]
Project Engineer	Responsible for the execution of a projects technical work scopes.	BS in applicable Engineering/Science degree plus	\$[140.20]	\$[143.71]	\$[147.30]	\$[150.98]	\$[154.75]

	<p>Responsible for the projects technical staffing needs. Accountable to the Project Manager for cost and schedule performance on assigned technical tasks. Accountable to the Functional Manager for the technical quality of the products produced. Supervises the technical activity (all engineering and scientific disciplines) on a project, or designated portion of a project. Plans and directs technical assignments on complex projects. Has technical responsibility for interpreting, organizing, executing, and coordinating these assignments. Leads and manages technical tasks utilizing prevailing company standards while adhering to defined performance metrics of cost and schedule.</p>	<p>a minimum of 13 years' experience. Experience shall include 10 years in designing or applying complex engineered systems or solutions. Technical lead/supervisory experience in an engineering/technical environment is highly desired.</p>					
<p>Operations (OPS) System Engineer, Vital Safety Systems</p>	<p>Applies extensive expertise in application of principles, theories, and concepts. Develops solutions to moderately complex problems which require ingenuity, innovation, and creativity. Work is performed without appreciable direction. Exercises considerable latitude in determining technical objectives of assignment. Completed work is reviewed for desired results. Represents the organization to the customer in area of technical specialty. Fully qualified. Plans, conducts, and</p>	<p>Bachelor degree + 2 -18 years relevant experience</p>	<p>[\$144.64]</p>	<p>[\$148.26]</p>	<p>[\$151.97]</p>	<p>[\$155.77]</p>	<p>[\$159.66]</p>

	<p>may supervise assignments. Reviews progress and evaluates results. Plans and assigns personnel for given projects or tasks. May train junior level personnel in technical complexities of assigned work. May lead or direct routine projects. Develops/recommends changes in procedures.</p>						
<p>Operations Engineer, General</p>	<p>Applies extensive expertise in application of principles, theories, and concepts. Develops solutions to moderately complex problems which require ingenuity, innovation, and creativity. Work is performed without appreciable direction. Exercises considerable latitude in determining technical objectives of assignment. Completed work is reviewed for desired results. Represents the organization to the customer in area of technical specialty. Fully qualified. Plans, conducts, and may supervise assignments. Reviews progress and evaluates results. Plans and assigns personnel for given projects or tasks. May train junior level personnel in technical complexities of assigned work. May lead or direct routine projects. Develops/recommends changes in procedures.</p>	<p>Bachelor degree + 2 - 18 years relevant experience</p>	<p>[\$139.39]</p>	<p>[\$142.87]</p>	<p>[\$146.44]</p>	<p>[\$150.10]</p>	<p>[\$153.85]</p>
<p>Regulatory Compliance</p>	<p>Applies extensive expertise in application of principles, theories, and concepts. Develops solutions to moderately complex problems which require ingenuity,</p>	<p>Bachelor degree + 2 - 18 years relevant experience</p>	<p>[\$135.36]</p>	<p>[\$138.74]</p>	<p>[\$142.21]</p>	<p>[\$145.77]</p>	<p>[\$149.41]</p>

	<p>innovation, and creativity. Work is performed without appreciable direction. Exercises considerable latitude in determining technical objectives of assignment. Completed work is reviewed for desired results. Represents the organization to the customer in area of technical specialty. Fully qualified. Plans, conducts, and may supervise assignments. Reviews progress and evaluates results. Plans and assigns personnel for given projects or tasks. May train junior level personnel in technical complexities of assigned work. May lead or direct routine projects. Develops/recommends changes in procedures.</p>						
<p>Facility Operations</p>	<p>Applies and directly contributes to the development of new concepts and techniques. Develops solutions to complex problems which require the regular use of ingenuity and innovation. Work is performed without appreciable direction. Exercises considerable latitude in determining objectives and approaches of assignment. Completed work is reviewed for desired results. Serves as spokesperson for the branch on major matters pertaining to its policies, plans, and objectives. Consultant to middle management. Plans, conducts, and may supervise assignments. Reviews progress and evaluates results. May train junior level personnel in technical</p>	<p>Bachelor degree + 2 - 15 years relevant experience</p>	<p><u>[\$92.51]</u></p>	<p><u>[\$94.82]</u></p>	<p><u>[\$97.19]</u></p>	<p><u>[\$99.62]</u></p>	<p><u>[\$102.11]</u></p>

	complexities of assigned work. Recommends changes in procedures. Reviews progress with management.						
Secretary	<p>Compose prepare or input, edit and proof letters, memos, documents, presentations, etc. Coordinate and disseminate information for work group or immediate manager, e.g., meeting schedules and appointments, notices, training, travel.</p> <p>Performs administrative duties for the workgroup or immediate manager to aid in the various phases of daily activities, such as gathering, compiling, tracking, coordinating, maintaining and issuing data for special studies or Company-sensitive issues which may include numerical analysis and computation, e.g., budget variances, manpower projections, procurements. Develop and maintain automated tracking systems and/or databases. Keeps abreast of department technologies, techniques, and services relevant to area of responsibility. Makes recommendations for work process improvements, procedures, and practices. Establish and maintain a filing system and record copies of project or departmental documents and other office records, e.g., HR files, training records, procurement documents. Assist in developing, establishing and implementing administrative and clerical procedures for the flow of</p>	Vocational Certificate + 2 - 11 years relevant experience	[\$77.95]	[\$79.90]	[\$81.90]	[\$83.95]	[\$86.05]

	correspondence, including distribution of incoming and outgoing documents. Support execution of business/operations functions, e.g., accounting, payroll, property management, security, human resources, training. Support and monitor projects or tasks by assigning actions, tracking status, and monitoring schedules.						
Supervisor, Science/Engineering Function	Manages the general organizational activities of line and staff functions and plans, organizes, directs, coordinates, and formally evaluates the work of others. Included are activities associated with setting organizational goals and strategies and providing guidance and direction to the organization. CWI's Integrated Safety Management System acknowledges additional responsibilities associated with the protection of the public, the workers, and the environment, i.e., line management is (including contractor management) any management level within the organization that is responsible and accountable for directing and conducting work. In a matrix-type management structure this latter set of responsibilities may be assumed by project managers and/or project engineers. It is the integrated set of responsibilities that are used to define "Line Management" for the	Applicable Bachelor Degree + a minimum of 5 Years Relevant Experience	\$[65.69]	\$[67.33]	\$[69.01]	\$[70.74]	\$[72.51]

	<p>company.</p> <p>Line Management consists of the following job titles: Foreman, Supervisor, Department Manager, Deputy Director, Director, Managing Counsel, Project Director, Program Director, Chief Operating Officer, Chief Information Officer, Area Project Manager, Vice President, and President.</p>						
<p>Supervisor, Facility Support Services</p>	<p>Manages the general organizational activities of line and staff functions and plans, organizes, directs, coordinates, and formally evaluates the work of others. Included are activities associated with setting organizational goals and strategies and providing guidance and direction to the organization. CWI's Integrated Safety Management System acknowledges additional responsibilities associated with the protection of the public, the workers, and the environment, i.e., line management is (including contractor management) any management level within the organization that is responsible and accountable for directing and conducting work. In a matrix-type management structure this latter set of responsibilities may be assumed by project managers and/or project engineers. It is the integrated set of responsibilities that are used to define "Line Management" for the company.</p>	<p>Applicable Bachelor Degree + a minimum of 2 Years Relevant Experience</p>	<p>\$[118.03]</p>	<p>\$[120.98]</p>	<p>\$[124.00]</p>	<p>\$[127.10]</p>	<p>\$[130.28]</p>

<p>Remote Applications Engineer</p>	<p>Applies extensive expertise in application of principles, theories, and concepts. Develops solutions to moderately complex problems which require ingenuity, innovation, and creativity. Work is performed without appreciable direction. Exercises considerable latitude in determining technical objectives of assignment. Completed work is reviewed for desired results. Represents the organization to the customer in area of technical specialty. Fully qualified. Plans, conducts, and may supervise assignments. Reviews progress and evaluates results. Plans and assigns personnel for given projects or tasks. May train junior level personnel in technical complexities of assigned work. May lead or direct routine projects. Develops/recommends changes in procedures.</p>	<p>Bachelor degree + 2 - 18 years relevant experience</p>	<p>\$[144.64]</p>	<p>\$[148.26]</p>	<p>\$[151.97]</p>	<p>\$[155.77]</p>	<p>\$[159.66]</p>
<p>Visualization Engineer</p>	<p>Applies extensive expertise in application of principles, theories, and concepts. Develops solutions to moderately complex problems which require ingenuity, innovation, and creativity. Work is performed without appreciable direction. Exercises considerable latitude in determining technical objectives of assignment. Completed work is reviewed for desired results. Represents the organization to the customer in area of technical specialty. Fully qualified. Plans, conducts, and</p>	<p>Bachelor degree + 2 - 18 years relevant experience</p>	<p>\$[144.64]</p>	<p>\$[148.26]</p>	<p>\$[151.97]</p>	<p>\$[155.77]</p>	<p>\$[159.66]</p>

	<p>may supervise assignments. Reviews progress and evaluates results. Plans and assigns personnel for given projects or tasks. May train junior level personnel in technical complexities of assigned work. May lead or direct routine projects. Develops/recommends changes in procedures.</p>						
Chemical Engineer	<p>Applies extensive expertise in application of principles, theories, and concepts. Develops solutions to moderately complex problems which require ingenuity, innovation, and creativity. Work is performed without appreciable direction. Exercises considerable latitude in determining technical objectives of assignment. Completed work is reviewed for desired results. Represents the organization to the customer in area of technical specialty. Fully qualified. Plans, conducts, and may supervise assignments. Reviews progress and evaluates results. Plans and assigns personnel for given projects or tasks. May train junior level personnel in technical complexities of assigned work. May lead or direct routine projects. Develops/recommends changes in procedures.</p>	<p>Bachelor degree + 2 - 18 years relevant experience</p>	<p>[\$171.81]</p>	<p>[\$176.11]</p>	<p>[\$180.51]</p>	<p>[\$185.02]</p>	<p>[\$189.65]</p>
Environmental Engineer	<p>Applies extensive expertise in application of principles, theories, and concepts. Develops solutions to moderately complex problems</p>	<p>Bachelor degree + 2 - 18 years relevant experience</p>	<p>[\$123.34]</p>	<p>[\$126.42]</p>	<p>[\$129.58]</p>	<p>[\$132.82]</p>	<p>[\$136.14]</p>

	<p>which require ingenuity, innovation, and creativity. Work is performed without appreciable direction. Exercises considerable latitude in determining technical objectives of assignment. Completed work is reviewed for desired results. Represents the organization to the customer in area of technical specialty. Fully qualified. Plans, conducts, and may supervise assignments. Reviews progress and evaluates results. Plans and assigns personnel for given projects or tasks. May train junior level personnel in technical complexities of assigned work. May lead or direct routine projects. Develops/recommends changes in procedures.</p>						
<p>Radiological Engineer</p>	<p>Applies extensive expertise in application of principles, theories, and concepts. Develops solutions to moderately complex problems which require ingenuity, innovation, and creativity. Work is performed without appreciable direction. Exercises considerable latitude in determining technical objectives of assignment. Completed work is reviewed for desired results. Represents the organization to the customer in area of technical specialty. Fully qualified. Plans, conducts, and may supervise assignments. Reviews progress and evaluates results. Plans and assigns personnel for given projects or</p>	<p>Bachelor degree + 2 - 18 years relevant experience</p>	<p>[\$111.18]</p>	<p>[\$113.96]</p>	<p>[\$116.81]</p>	<p>[\$119.73]</p>	<p>[\$122.72]</p>

	tasks. May train junior level personnel in technical complexities of assigned work. May lead or direct routine projects. Develops/recommends changes in procedures.						
Environmental Sciences	Applies extensive expertise in application of principles, theories, and concepts. Develops solutions to moderately complex problems which require ingenuity, innovation, and creativity. Work is performed without appreciable direction. Exercises considerable latitude in determining technical objectives of assignment. Completed work is reviewed for desired results. Represents the organization to the customer in area of technical specialty. Fully qualified. Plans, conducts, and may supervise assignments. Reviews progress and evaluates results. Plans and assigns personnel for given projects or tasks. May train junior level personnel in technical complexities of assigned work. May lead or direct routine projects. Develops/recommends changes in procedures.	Bachelor degree + 2 - 18 years relevant experience	\$[108.72]	\$[111.44]	\$[114.23]	\$[117.09]	\$[120.02]
Regulatory Compliance – Environmental	Applies extensive expertise in application of principles, theories, and concepts. Develops solutions to moderately complex problems which require ingenuity, innovation, and creativity. Work is performed without appreciable direction. Exercises considerable	Bachelor degree + 2 - 18 years relevant experience	\$[130.72]	\$[133.99]	\$[137.34]	\$[140.77]	\$[144.29]

	<p>latitude in determining technical objectives of assignment. Completed work is reviewed for desired results. Represents the organization to the customer in area of technical specialty. Fully qualified. Plans, conducts, and may supervise assignments. Reviews progress and evaluates results. Plans and assigns personnel for given projects or tasks. May train junior level personnel in technical complexities of assigned work. May lead or direct routine projects. Develops/recommends changes in procedures.</p>						
<p>Applied Mechanics</p>	<p>Applies extensive expertise in application of principles, theories, and concepts. Develops solutions to moderately complex problems which require ingenuity, innovation, and creativity. Work is performed without appreciable direction. Exercises considerable latitude in determining technical objectives of assignment. Completed work is reviewed for desired results. Represents the organization to the customer in area of technical specialty. Fully qualified. Plans, conducts, and may supervise assignments. Reviews progress and evaluates results. Plans and assigns personnel for given projects or tasks. May train junior level personnel in technical complexities of assigned work. May lead or direct routine projects.</p>	<p>Bachelor degree + 2 - 18 years relevant experience</p>	<p>\$[171.81]</p>	<p>\$[176.11]</p>	<p>\$[180.51]</p>	<p>\$[185.02]</p>	<p>\$[189.65]</p>

	Develops/recommends changes in procedures.						
Safety Analysis	Applies extensive expertise in application of principles, theories, and concepts. Develops solutions to moderately complex problems which require ingenuity, innovation, and creativity. Work is performed without appreciable direction. Exercises considerable latitude in determining technical objectives of assignment. Completed work is reviewed for desired results. Represents the organization to the customer in area of technical specialty. Fully qualified. Plans, conducts, and may supervise assignments. Reviews progress and evaluates results. Plans and assigns personnel for given projects or tasks. May train junior level personnel in technical complexities of assigned work. May lead or direct routine projects. Develops/recommends changes in procedures.	Bachelor degree + 2 - 18 years relevant experience	\$[138.37]	\$[141.83]	\$[145.38]	\$[149.01]	\$[152.74]
Metallurgical Engineer	Applies extensive expertise in application of principles, theories, and concepts. Develops solutions to moderately complex problems which require ingenuity, innovation, and creativity. Work is performed without appreciable direction. Exercises considerable latitude in determining technical objectives of assignment. Completed work is reviewed for desired results. Represents the organization to the customer in area	Bachelor degree + 2 - 18 years relevant experience	\$[144.64]	\$[148.26]	\$[151.97]	\$[155.77]	\$[159.66]

	<p>of technical specialty. Fully qualified. Plans, conducts, and may supervise assignments. Reviews progress and evaluates results. Plans and assigns personnel for given projects or tasks. May train junior level personnel in technical complexities of assigned work. May lead or direct routine projects. Develops/recommends changes in procedures.</p>						
Cost Estimator	<p>Applies extensive expertise in application of principles, theories, and concepts. Develops solutions to moderately complex problems which require ingenuity, innovation, and creativity. Work is performed without appreciable direction. Exercises considerable latitude in determining technical objectives of assignment. Completed work is reviewed for desired results. Represents the organization to the customer in area of technical specialty. Fully qualified. Plans, conducts, and may supervise assignments. Reviews progress and evaluates results. Plans and assigns personnel for given projects or tasks. May train junior level personnel in technical complexities of assigned work. May lead or direct routine projects. Develops/recommends changes in procedures.</p>	Bachelor degree + 2 - 18 years relevant experience	\$[112.44]	\$[115.25]	\$[118.13]	\$[121.08]	\$[124.11]
Record Manager/ Document Control	<p>Complete understanding and application of principles, concepts, and practices. Works on problems</p>	Bachelor degree + 2 - 13 years relevant experience	\$[60.22]	\$[61.73]	\$[63.27]	\$[64.85]	\$[66.47]

	<p>of unusual complexity. Solutions are imaginative, thorough, and practicable. Work is performed with limited direction. Participates in determining objectives of assignment. Plans, schedules, and arranges own activities in accomplishing objectives. Work is reviewed upon completion. Represents the organization on projects/programs. Interacts with senior personnel on significant matters requiring coordination across organizational lines. Fully qualified. Works with limited supervision, conferring with supervisor on unusual matters. May be assisted by entry or intermediate level personnel. Assignments are broad in nature, usually requiring originality and ingenuity.</p>						
<p>Network Administration Tech</p>	<p>Applies and directly contributes to the development of new concepts and techniques. Develops solutions to complex problems which require the regular use of ingenuity and innovation. Work is performed without appreciable direction. Exercises considerable latitude in determining objectives and approaches of assignment. Completed work is reviewed for desired results. Serves as spokesperson for the branch on major matters pertaining to its policies, plans, and objectives. Consultant to middle management. Plans, conducts, and may supervise assignments. Reviews progress and</p>	<p>Bachelor degree + 2 - 15 years relevant experience</p>	<p>\$(62.94)</p>	<p>\$(64.51)</p>	<p>\$(66.12)</p>	<p>\$(67.77)</p>	<p>\$(69.46)</p>

	evaluates results. May train junior level personnel in technical complexities of assigned work. Recommends changes in procedures. Reviews progress with management.						
Planning and controls	Applies and directly contributes to the development of new concepts and techniques. Develops solutions to complex problems which require the regular use of ingenuity and innovation. Work is performed without appreciable direction. Exercises considerable latitude in determining objectives and approaches of assignment. Completed work is reviewed for desired results. Serves as spokesperson for the branch on major matters pertaining to its policies, plans, and objectives. Consultant to middle management. Plans, conducts, and may supervise assignments. Reviews progress and evaluates results. May train junior level personnel in technical complexities of assigned work. Recommends changes in procedures. Reviews progress with management.	Bachelor degree + 2 - 15 years relevant experience	\$[105.34]	\$[107.97]	\$[110.67]	\$[113.44]	\$[116.28]