Item No.	Labor Category	Description	Minimum Relevant Experience (Years)	Desired Relevant Experience (Years)	Desired Education (Discipline Specific or Related Technical Degree)
Project Controls/Management					
See below, by labor resource.					
1.	Project Manager	Responsible for overall management direction and coordination of a project with multiple deliverables. Sets performance goals as well as manages client satisfaction, schedule, cost and quality control.	15	20	BA or BS
2.	Senior Estimator	Support Project requests for construction estimates based upon standard commercial construction practices – FBP would be responsible for adders/ factors to account for site specific costs of activities/productivity etc.	5	10	BS
3.	Technical Writer, Senior	Prepares and edits routine to complex documents and reports which may be general project information to complex in nature containing highly technical or scientific data and decision information. Supports the development of contract deliverables, reports, and presentation graphics.	5	10	BA or BS
Civil/Geotechnical Engineer					
Areas of interest include excavations, buried utilities, shoring, de-watering, ponds and liners, dams, roadways, storm drains, swales, and run-off, drainage, foundations, etc.					
4.	Level I/II	Provides design support for projects, generally under the supervision of Level 3 or Level 4 engineers. Supports the development of plans, design documents, and specifications for engineering projects.	1	3	BS
5.	Level III	Provides design support for projects of moderate scope and complexity (or sub-tasks to larger projects), independently develops plans, design documents, and specifications for engineering projects.	5	8	BS

Item No.	Labor Category	Description	Minimum Relevant Experience (Years)	Desired Relevant Experience (Years)	Desired Education (Discipline Specific or Related Technical Degree)
6.	Level IV (Principle)	Serves as technical leader/supervisor for engineering and the respective discipline on projects of large scope and complexity and is an expert in the field. May supervise or direct the work activities of other engineers.	10	15	BS
Structural Engineer					
Areas of interest include structural steel, reinforced concrete, building structures, lifting and rigging, fall protection tie off, construction materials and properties, pipe/cable supports, etc.					
7.	Level I/II	Provides design support for projects, generally under the supervision of Level 3 or Level 4 engineers. Supports the development of plans, design documents, and specifications for engineering projects.	1	3	BS
8.	Level III	Provides design support for projects of moderate scope and complexity (or sub-tasks to larger projects), independently develops plans, design documents, and specifications for engineering projects.	5	8	BS
9.	Level IV (Principle)	Serves as technical leader/supervisor for engineering and the respective discipline on projects of large scope and complexity and is an expert in the field. May supervise or direct the work activities of other engineers.	10	15	BS
Mechanical/HVAC Engineer					
Piping, valves, pumps, compressors and air dryers, heating and cooling systems, boilers and steam systems, cooling towers, tooling and fixtures, etc.					
10.	Level I/II	Provides design support for projects, generally under the supervision of Level 3 or Level 4 engineers. Supports the development of plans, design documents, and specifications for engineering projects.	1	3	BS

Item No.	Labor Category	Description	Minimum Relevant Experience (Years)	Desired Relevant Experience (Years)	Desired Education (Discipline Specific or Related Technical Degree)
11.	Level III	Provides design support for projects of moderate scope and complexity (or sub-tasks to larger projects), independently develops plans, design documents, and specifications for engineering projects.	5	8	BS
12.	Level IV (Principle)	Serves as technical leader/supervisor for engineering and the respective discipline on projects of large scope and complexity and is an expert in the field. May supervise or direct the work activities of other engineers.	10	15	BS
Electrical Engineer					
Transmission lines and poles, transformers, yard circuit breakers, switchgear, motor control centers (MCCs), breakers, switches, disconnects, lighting, NEC and OSHA Nationally Recognized Testing Laboratory (NRTL) compliant electrical installations, NFPA 70 compliance, NFPA 70E arc flash evaluations and compliance, metering, etc.					
13.	Level I/II	Provides design support for projects, generally under the supervision of Level 3 or Level 4 engineers. Supports the development of plans, design documents, and specifications for engineering projects.	1	3	BS
14.	Level III	Provides design support for projects of moderate scope and complexity (or sub-tasks to larger projects), independently develops plans, design documents, and specifications for engineering projects.	5	8	BS
15.	Level IV (Principle)	Serves as technical leader/supervisor for engineering and the respective discipline on projects of large scope and complexity and is an expert in the field. May supervise or direct the work activities of other engineers.	10	15	BS
Electronics Engineer					
Telecommunication, distributed processing systems, fire alarm systems, public address systems and toxic gas monitoring alarms, etc.					

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16.	Level I/II	Provides design support for projects, generally under the supervision of Level 3 or Level 4 engineers. Supports the development of plans, design documents, and specifications for engineering projects.	1	3	BS
17.	Level III	Provides design support for projects of moderate scope and complexity (or sub-tasks to larger projects), independently develops plans, design documents, and specifications for engineering projects.	5	8	BS
18.	Level IV (Principle)	Serves as technical leader/supervisor for engineering and the respective discipline on projects of large scope and complexity and is an expert in the field. May supervise or direct the work activities of other engineers.	10	15	BS
Instrumentation/Controls Engineer					
Programmable logic computers (PLCs), human-machine interfaces (HMIs), programming for these components and systems, mechanical and digital instruments, gages, and readouts, SCADA and digital data processors, etc.					
19.	Level I/II	Provides design support for projects, generally under the supervision of Level 3 or Level 4 engineers. Supports the development of plans, design documents, and specifications for engineering projects.	1	3	BS
20.	Level III	Provides design support for projects of moderate scope and complexity (or sub-tasks to larger projects), independently develops plans, design documents, and specifications for engineering projects.	5	8	BS
21.	Level IV (Principle)	Serves as technical leader/supervisor for engineering and the respective discipline on projects of large scope and complexity and is an expert in the field. May supervise or direct the work activities of other engineers.	10	15	BS

Item No.	Labor Category	Description	Minimum Relevant Experience (Years)	Desired Relevant Experience (Years)	Desired Education (Discipline Specific or Related Technical Degree)
Designer / Draftsperson					
Technical drafting/drawing and design support to the multi-discipline engineering team. Proficient in the use of AutoCAD, AutoCAD Civil 3D, and Autodesk related bolt-on products for discipline specific design.					
22.	Level I/II	Performs design support by being thoroughly familiar with drafting/design requirements for the multi-discipline engineering team and has the ability to prepare and complete basic design drawings. Generally supervised by Level III or IV Designer/Drafters, lead engineers, or the Project Manager	1	3	(2 Year) AS or Tech. School
23.	Level III	Performs design support by being thoroughly familiar with drafting/design requirements for the multi-discipline engineering team and has the ability to prepare and complete basic to moderate complexity design drawings. Can supervise Level I/II Drafter/Designers.	3	6	(2 Year) AS or Tech. School
24.	Level IV (Principle)	Performs design support by being thoroughly familiar with drafting/design requirements for the multi-discipline engineering team and has the ability to prepare and complete basic to highly complex design drawings. Generally supervises Level I/II and III Drafter/Designers. Is considered a lead and subject matter expert for the discipline.	8	15	(2 Year) AS or Tech. School
Data Processor					
Support engineering team transferring information on paper into electronic data systems, overseeing data conversion processes, designing databases, etc.					
25.	Level I	Performs basic project and design support as needed by processing data and information as a part of output documentation/documents, converting the same for presentations/graphics, processing record data to develop information and reports necessary for design	1	3	BA or BS

Item No.	Labor Category	Description	Minimum Relevant Experience (Years)	Desired Relevant Experience (Years)	Desired Education (Discipline Specific or Related Technical Degree)
		basis documents or decision assessments. Generally supervised by Level III or IV discipline engineers, scientists, or the project manager.			
26.	Level II	Performs moderate to complex project and design support as needed by processing data and information as a part of output documentation/documents, converting the same for presentations/graphics, processing record data to develop information and reports necessary for design basis documents or decision assessments. Generally supervised by Level III or IV discipline engineers, scientists, or the project manager.	4	6	BA or BS
Scientist					
Chemists, metallurgists, regulatory water treatment, geologists, etc.					
27.	Scientist I/II	Performs required scientific assignments and is able to analyze and interpret data. Is able to accurately describe and provide technical support involving scientific services.	2	3	BA or BS
28.	Scientist III	Performs required scientific assignments and is able to analyze and interpret data. Is able to accurately describe and provide technical support involving scientific services. Supports moderate to large tasks and can direct Scientist(s) I/II as needed.	5	8	BA or BS
29.	Scientist IV	Supports moderate to large tasks and can direct Scientist(s) I/II/III as needed. Performs as the lead for the specific discipline and is to be an expert in the discipline.	10	15	BA or BS

Item No.	Labor Category	Description	Minimum Relevant Experience (Years)	Desired Relevant Experience (Years)	Desired Education (Discipline Specific or Related Technical Degree)
Design Technician/Construction Manager					
Provides site construction support and coordination with internal design, customer design and technical resources					
30.	Level I/II	Provides onsite support for data gathering, reviewing technical approach, contractor oversight and interaction, technical team liaison, RFI and submittal review coordination. Generally, works under the oversight of Level III or Level IV Design Technician/Construction Manager or directly reports to the Project Manager.	1	3	BA or BS
31.	Level III	Provides onsite support for data gathering, reviewing technical approach, contractor oversight and interaction, technical team liaison, RFI and submittal review coordination. Generally, works under the oversight of Level IV Design Technician/Construction Manager or directly reports to the Project Manager.	5	8	BA or BS
32.	Level IV (Lead)	Provides onsite support for data gathering, reviewing technical approach, contractor oversight and interaction, technical team liaison, RFI and submittal review coordination. Generally, acts as the site technical lead and reports to the Project Manager.	10	15+	BA or BS