

steampunk

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Contract Holder

General Services Administration, Federal Supply Service

Authorized Federal Supply Schedule Price List

FSC/PSC Class D301, FSC/PSC Class D302, FSC/PSC Class D306,
FSC/PSC Class D307, FSC/PSC Class D308, FSC/PSC Class D310,
FSC/PSC Class D311, FSC/PSC Class D313, FSC/PSC Class D316
FSC/PSC Class D317, FSC/PSC Class D399, FSC/PSC Class 7010

Contract number: 47QTCA20D005E

Pricelist current through Modification PA-0002 effective February 5, 2020

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at fss.gsa.gov.

Contract Period: January 31, 2020 – January 30, 2025

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!®, a menu-driven database system. The INTERNET address for GSAAvantage!® is: GSAAvantage.gov.

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Steampunk is a Small Business

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1 CUSTOMER INFORMATION

1.1 GENERAL INFORMATION:

1.1.1 Steampunk has been awarded the following Special Item (SIN) Numbers:

SIN 70-500 Order-Level Materials (OLMs)

SIN 132-45 Highly Adaptive Cybersecurity Services (HACS) – Item Descriptions and Rates can be found in Sections 3 and 4

Awarded Subcategories:

- High Value Asset (HVA) Assessments
- Risk and Vulnerability Assessments (RVA)
- Cyber Hunt
- Incident Response
- Penetration Testing

SIN 132-51 IT Professional Services – Item Descriptions and Rates can be found in Sections 6 and 7

SIN 132-100 Ancillary Supplies and/or Services – Item Descriptions and Rates can be found in Sections 9 and 10

1.1.2 Lowest Priced Model Number and Lowest Priced Unit

This is not applicable, Steampunk is selling labor categories on this schedule.

1.1.3 A description of all corresponding commercial job titles, experience, functional responsibility, and education for each labor category

Please see sections 3, 6, and 9 for this information

1.2 MAXIMUM ORDER

(All dollar amounts are exclusive of any discount for prompt payment)

The Maximum Order value for Special Item Numbers (SINs) 132-45 and 132-51 is \$500,000. The Maximum Order value for SIN 132-100 is \$150,000 and for SIN 70-500 is \$100,000.

1.3 MINIMUM ORDER:

The minimum dollar value of an order for delivery to one destination is \$100.00

1.4 GEOGRAPHIC COVERAGE (DELIVERY AREA):

Domestic Delivery Only—The geographic scope of this contract is the 48 contiguous states, Alaska, Hawaii, Puerto Rico, Washington DC, and U.S. Territories.

1.5 POINT(S) OF PRODUCTION (CITY, COUNTY, AND STATE OR FOREIGN COUNTRY):

This section is not applicable.

1.6 DISCOUNT FROM LIST PRICES, OR STATEMENT OF NET PRICE:

Prices shown are NET Prices; Basic Discounts have been deducted. Further discounts (if any) will be negotiated at the Task Order level.

1.7 QUANTITY DISCOUNTS:

No quantity discounts are offered.

1.8 PROMPT PAYMENT TERMS:

Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions. Prompt payment is 0 % - 30 days, from receipt of invoice or date of acceptance, whichever is later.

1.9 Government Purchase Cards:

1.9.1 Steampunk will accept Government purchase cards at or below the micro purchase threshold.

1.9.2 Steampunk will not accept Government purchase cards above the micro purchase threshold.

1.10 FOREIGN ITEMS:

This section is not applicable, Steampunk does not sell any foreign items under this schedule.

1.11 TIME OF DELIVERY:

1.11.1 Time of Delivery

The Contractor shall deliver to destination within the number of calendar days after receipt of order (ARO), as set forth below or as negotiated between the Ordering Office and the Contractor.

1.11.2 Expedited Delivery

As negotiated on the order level.

1.11.3 Overnight and 2-Day Delivery

As negotiated on the order level

1.11.4 Urgent Requirements

When the Federal Supply Schedule contract delivery period does not meet the bona fide urgent delivery requirements of an ordering agency, ordering agencies are encouraged, if time permits, to contact the Contractor for the purpose of obtaining accelerated delivery. The Contractor shall reply to the inquiry within 3 workdays after receipt. (Telephonic replies shall be confirmed by the Contractor in writing.) If the Contractor offers an accelerated delivery time acceptable to the ordering agency, any orders(s) placed pursuant to the agreed upon accelerated delivery time frame shall be delivered within this shorter delivery time and in accordance with all other terms and conditions of the contract.

The ordering agency may also contact the Contractor's Representative to affect a faster delivery.

1.12 F.O.B. POINT(S):

1.12.1 Destination for the 48 contiguous states, the District of Columbia, Alaska, Hawaii, and the Commonwealth of Puerto Rico.

1.12.2 Point of Exportation for all other overseas locations. In place of a delivery/installation date for equipment, a shipping date shall be specified on the order. The Contractor shall pay for shipment to a CONUS APO/ FPO. At the option of the Government, F.O.B. will be Point of Origin, with freight prepaid and invoiced. Authorization must be included on the Government order for equipment.

1.13 ORDERING:

1.13.1 Ordering Address:

Steampunk, Inc.
1753 Pinnacle Drive, Suite 900
McLean, VA 22102

1.13.2 Ordering Procedures

Ordering activities shall use the ordering procedures of Federal Acquisition Regulation (FAR) 8.405 when placing an order or establishing a BPA for supplies or services.

These procedures apply to all schedules.

FAR 8.405-1 Ordering procedures for supplies, and services not requiring a statement of work.

FAR 8.405-2 Ordering procedures for services requiring a statement of work.

1.14 PAYMENT ADDRESS:

Steampunk, Inc.
1753 Pinnacle Drive, Suite 900
McLean, VA 22102

1.15 WARRANTY PROVISION:

For the purpose of this contract, commitments, warranties and representations include, in addition to those agreed to for the entire schedule contract:

- Time of delivery/installation quotations for individual orders.
- Technical representations and/or warranties of products concerning performance, total system performance and/or configuration, physical, design and/or functional characteristics and capabilities of a product/equipment/service/software package submitted in response to requirements which result in orders under this schedule contract.
- Any representations and/or warranties concerning the products made in any literature, description, drawings and/or specifications furnished by the Contractor.

The above is not intended to encompass items not currently covered by the GSA Schedule contract.

1.16 EXPORT PACKING CHARGE:

Not available within the scope of this contract.

1.17 TERMS AND CONDITIONS OF GOVERNMENT CARD ACCEPTANCE:

Steampunk will accept Government purchase cards at or below the micro purchase threshold.

1.18 TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR:

Not available within the scope of this contract.

1.19 TERMS AND CONDITIONS OF INSTALLATION:

Not available within the scope of this contract.

1.20 TERMS AND CONDITIONS REPAIR PARTS:

Not available within the scope of this contract.

1.21 TERMS AND CONDITIONS FOR ANY OTHER SERVICES:

See sections 2, 5, 8, and 11 for this information

1.22 LIST OF SERVICE AND DISTRIBUTION POINTS:

Not available within the scope of this contract.

1.23 LIST OF PARTICIPATING DEALERS:

Not available within the scope of this contract.

1.24 PREVENTATIVE MAINTENANCE:

Not available within the scope of this contract.

1.25 SPECIAL ATTRIBUTES:

Not applicable.

1.26 SECTION 508 COMPLIANCE:

If applicable, Section 508 compliance information on the supplies and services in this contract are available in Electronic and Information Technology (EIT) at the following: <http://www.steampunk.com>. The EIT standard can be found at: www.Section508.gov/.

1.27 DUNS NUMBER:

The Steampunk DUNS is 12-914-8610.

1.28 SAM REGISTRATION:

Steampunk is registered in sam.gov and has no active exclusions.

2 TERMS AND CONDITIONS APPLICABLE TO HIGHLY ADAPTIVE CYBERSECURITY SERVICES (HACS) (SIN 132-45)

Vendor suitability for offering services through the Highly Adaptive Cybersecurity Services (HACS) SIN must be in accordance with the following laws and standards when applicable to the specific task orders, including but not limited to:

- Federal Acquisition Regulation (FAR) Part 52.204-21
- OMB Memorandum M-17-12 - Preparing for and Responding to a Breach of Personally Identifiable Information (PII)
- OMB Memorandum M- 19-03 - Strengthening the Cybersecurity of Federal Agencies by enhancing the High Value Asset Program
- 2017 Report to the President on Federal IT Modernization
- The Cybersecurity National Action Plan (CNAP)
- NIST SP 800-14 - Generally Accepted Principles and Practices for Securing Information Technology Systems
- NIST SP 800-27A - Engineering Principles for Information Technology Security (A Baseline for Achieving Security)
- NIST SP 800-30 - Guide for Conducting Risk Assessments
- NIST SP 800-35 - Guide to Information Technology Security Services
- NIST SP 800-37 - Risk Management Framework for Information Systems and Organizations: A Systems Life Cycle Approach for Security and Privacy
- NIST SP 800-39 - Managing Information Security Risk: Organization, Mission, and Information System View
- NIST SP 800-44 - Guidelines on Securing Public Web Servers
- NIST SP 800-48 - Guide to Securing Legacy IEEE 802.11 Wireless Networks
- NIST SP 800-53 – Security and Privacy Controls for Federal Information Systems and Organizations
- NIST SP 800-61 - Computer Security Incident Handling Guide
- NIST SP 800-64 - Security Considerations in the System Development Life Cycle
- NIST SP 800-82 - Guide to Industrial Control Systems (ICS) Security
- NIST SP 800-86 - Guide to Integrating Forensic Techniques into Incident Response
- NIST SP 800-115 - Technical Guide to Information Security Testing and Assessment
- NIST SP 800-128 - Guide for Security-Focused Configuration Management of Information Systems
- NIST SP 800-137 - Information Security Continuous Monitoring (ISCM) for Federal Information Systems and Organizations
- NIST SP 800-153 - Guidelines for Securing Wireless Local Area Networks (WLANs)
- NIST SP 800-160 - Systems Security Engineering: Considerations for a Multidisciplinary Approach in the Engineering of Trustworthy Secure Systems
- NIST SP 800-171 - Protecting Controlled Unclassified Information in non-federal Information Systems and Organizations

2.1 SCOPE

The labor categories, prices, terms and conditions stated under Special Item Number 132- 45 Highly Adaptive Cybersecurity Services (HACS) apply exclusively to Highly Adaptive Cybersecurity Services within the scope of this Information Technology Schedule.

Services under this SIN are limited to Highly Adaptive Cybersecurity Services only. Software and hardware products are under different Special Item Numbers on IT Schedule 70 (e.g. 132-32, 132-33, 132-8), and may be quoted along with services to provide a total solution.

This SIN provides ordering activities with access to Highly Adaptive

Cybersecurity services only.

Highly Adaptive Cybersecurity Services provided under this SIN shall comply with all Cybersecurity certifications and industry standards as applicable pertaining to the type of services as specified by ordering agency.

132-45 Highly Adaptive Cybersecurity Services (HACS) - SUBJECT TO COOPERATIVE PURCHASING - includes proactive and reactive cybersecurity services that improve the customer's enterprise-level security posture.

The scope of this category encompasses a wide range of fields that include, but are not limited to, Risk Management Framework (RMF) services, information assurance (IA), virus detection, network management, situational awareness and incident response, secure web hosting, and backup and security services.

The seven-step RMF includes preparation, information security categorization; control selection, implementation, and assessment; system and common control authorizations; and continuous monitoring. RMF activities may also include Information Security Continuous Monitoring Assessment (ISCSMA) which evaluate organization wide ISCM implementations, and also Federal Incident Response Evaluations (FIREs), which assess an organization's incident management functions.

The scope of this category also includes Security Operations Center (SOC) services. The SOC scope includes services such as: 24x7x365 monitoring and analysis, traffic analysis, incident response and coordination, penetration testing, anti-virus management, intrusion detection and prevention, and information sharing.

HACS vendors are able to identify and protect a customer's information resources, detect and respond to cybersecurity events or incidents, and recover capabilities or services impaired by any incidents that emerge.

Sub-Categories

2.1.1 High Value Asset (HVA) Assessments include Risk and Vulnerability Assessment (RVA) which assesses threats and vulnerabilities, determines deviations from acceptable configurations, enterprise or local policy, assesses the level of risk, and develops and/or recommends appropriate mitigation countermeasures in operational and non-operational situations. The services offered in the RVA sub-category include Network Mapping, Vulnerability Scanning, Phishing Assessment, Wireless Assessment, Web Application Assessment, Operating System Security Assessment (OSSA), Database Assessment, and Penetration Testing. Security Architecture Review (SAR) evaluates a subset of the agency's HVA security posture to determine whether the agency has properly architected its cybersecurity solutions and ensures that agency leadership fully understands the risks inherent in the implemented cybersecurity solution. The SAR process utilizes in-person interviews, documentation reviews, and leading practice evaluations of the HVA environment and supporting systems. SAR provides a holistic analysis of how an HVA's individual security components integrate and operate, including how data is protected during operations. Systems Security Engineering (SSE) identifies security vulnerabilities and minimizes or contains risks associated with these vulnerabilities spanning the Systems Development Life Cycle. SSE focuses on, but is not limited to the following security areas: perimeter security, network security, endpoint security, application security, physical security, and data security.

2.1.2 Risk and Vulnerability Assessment (RVA) assesses threats and vulnerabilities, determines deviations from acceptable configurations, enterprise or local policy, assesses the level of risk, and develops and/or recommends appropriate mitigation countermeasures in operational and non-operational situations. The services offered in the RVA sub-category include Network Mapping, Vulnerability Scanning, Phishing

Assessment, Wireless Assessment, Web Application Assessment, Operating System Security Assessment (OSSA), Database Assessment, and Penetration Testing.

- 2.1.3 Cyber Hunt activities respond to crises or urgent situations within the pertinent domain to mitigate immediate and potential threats. Cyber Hunts start with the premise that threat actors known to target some organizations in a specific industry or with specific systems are likely to also target other organizations in the same industry or with the same systems.
- 2.1.4 Incident Response services help organizations impacted by a cybersecurity compromise determine the extent of the incident, remove the adversary from their systems, and restore their networks to a more secure state.
- 2.1.5 Penetration Testing is security testing in which assessors mimic real-world attacks to identify methods for circumventing the security features of an application, system, or network.

The Contractor shall provide services at the Contractor’s facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

2.2 ORDER

- 2.2.1 Agencies may use written orders, Electronic Data Interchange (EDI) orders, Blanket Purchase Agreements, individual purchase orders, or task orders for ordering services under this contract. Blanket Purchase Agreements shall not extend beyond the end of the contract period; all services and delivery shall be made and the contract terms and conditions shall continue in effect until the completion of the order. Orders for tasks which extend beyond the fiscal year for which funds are available shall include FAR 52.232-19 (Deviation – May 2003) Availability of Funds for the Next Fiscal Year. The purchase order shall specify the availability of funds and the period for which funds are available.
- 2.2.2 All task orders are subject to the terms and conditions of the contract. In the event of conflict between a task order and the contract, the contract will take precedence.

2.3 PERFORMANCE OF SERVICES

- 2.3.1 The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity. All Contracts will be fully funded.
- 2.3.2 The Contractor agrees to render services during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.
- 2.3.3 The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.
- 2.3.4 Any Contractor travel required in the performance of Highly Adaptive Cybersecurity Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts. All travel will be agreed upon with the client prior to the Contractor’s travel.

2.4 INSPECTION OF SERVICES

Inspection of services is in accordance with 552.212-4 - CONTRACT TERMS AND CONDITIONS– COMMERCIAL ITEMS (Jan 2017) & (ALTERNATE I-Jan 2017) for Time-and-Materials and Labor-Hour orders placed under this contract.

2.5 RESPONSIBILITIES OF THE CONTRACTOR

The Contractor shall comply with all laws, ordinances, and regulations

(Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (May 2014) Rights in Data – General, may apply.

The Contractor shall comply with contract clause (52.204-21) to the Federal Acquisition Regulation (FAR) for the basic safeguarding of contractor information systems that process, store, or transmit Federal data received by the contract in performance of the contract. This includes contract documents and all information generated in the performance of the contract.

2.6 RESPONSIBILITIES OF THE ORDERING ACTIVITY

Subject to the ordering activity security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite Highly Adaptive Cybersecurity Services.

2.7 INDEPENDENT CONTRACTOR

All Highly Adaptive Cybersecurity Services performed by the Contractor under the terms of this contract shall be as an independent Contractor, and not as an agent or employee of the ordering activity.

2.8 ORGANIZATIONAL CONFLICTS OF INTEREST

- 2.8.1 Definitions.
 - **“Contractor”** means the person, firm, unincorporated association, joint venture, partnership, or corporation that is a party to this contract.
 - **“Contractor and its affiliates”** and **“Contractor or its affiliates”** refers to the Contractor, its chief executives, directors, officers, subsidiaries, affiliates, subcontractors at any tier, and consultants and any joint venture involving the Contractor, any entity into or with which the Contractor subsequently merges or affiliates, or any other successor or assignee of the Contractor.
 - An **“Organizational conflict of interest”** exists when the nature of the work to be performed under a proposed ordering activity contract, without some restriction on ordering activities by the Contractor and its affiliates, may either (i) result in an unfair competitive advantage to the Contractor or its affiliates or (ii) impair the Contractor’s or its affiliates’ objectivity in performing contract work.
- 2.8.2 To avoid an organizational or financial conflict of interest and to avoid prejudicing the best interests of the ordering activity, ordering activities may place restrictions on the Contractors, its affiliates, chief executives, directors, subsidiaries and subcontractors at any tier when placing orders against schedule contracts. Such restrictions shall be consistent with FAR 9.505 and shall be designed to avoid, neutralize, or mitigate organizational conflicts of interest that might otherwise exist in situations related to individual orders placed against the schedule contract. Examples of situations, which may require restrictions, are provided at FAR 9.508.

2.9 INVOICES

The Contractor, upon completion of the work ordered, shall submit invoices for Highly Adaptive Cybersecurity Services. Progress payments may be authorized by the ordering activity on individual orders if appropriate. Progress payments shall be based upon completion of defined milestones or interim products. Invoices shall be submitted monthly for recurring services performed during the preceding month.

2.10 RESUMES

Resumes shall be provided to the GSA Contracting Officer or the user ordering activity upon request.

2.11 APPROVAL OF SUBCONTRACTS

The ordering activity may require that the Contractor receive, from the ordering activity Contracting Officer, written consent before placing any subcontract for furnishing any of the work called for in a task order.

3 DESCRIPTION OF HIGHLY ADAPTIVE CYBERSECURITY SERVICES (SIN 132-45)

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Cybersecurity Agile Systems Analyst III	Supports technology-based cybersecurity projects using Agile methodologies by collaborating with developers and customers on a frequent basis during agile projects. Provides business and systems analysis support for projects collaborating with customers and developers to identify, define, interpret, and clarify scope of problems/issues in terms of business/systems requirements and processes.	Bachelor's Degree	5
Cybersecurity Application Development Manager I	Oversees software development, application development, or web authoring cybersecurity projects. Technical manager who provides team leadership and creativity in the development and implementation of development projects. Sets objectives and priorities for the project staff, assigns and reviews tasks, performance, and identifies staffing requirements.	Bachelor's Degree	2
Cybersecurity Application Development Manager III	Oversees software development, application development, or web authoring cybersecurity projects. Technical manager who provides team leadership and creativity in the development and implementation of development projects. Sets objectives and priorities for the project staff, assigns and reviews tasks, performance, and identifies staffing requirements.	Bachelor's Degree	5
Cybersecurity Application Engineer III	Designs, develops, evaluates and modifies cybersecurity systems and cybersecurity systems-oriented products. Designs and develops software programming applications. Supports and develops software applications/operating systems. Participates in the testing process through test execution, test script development, test review, and analysis. Has knowledge of commonly-used procedures within a particular field. Relies on instructions to perform the functions of the job.	Bachelor's Degree	5
Cybersecurity Architect VII	Plans, directs, and establishes business, information, and strategy requirements for enterprise-wide or large-scale information process implementations, systems, databases, and/or networks on cybersecurity related efforts. Oversees and leads the development of architecture projects including technical architecture, business architecture, strategic planning, and business process design. Oversees and leads the analysis and response to congressional and OMB architecture inquiries.	Master's Degree	15
Cybersecurity Business Continuity Planner I	Under supervision, provides research and analysis to cybersecurity project teams to ensure the continuation of core, mission-essential functions should personnel, facilities, inventory, IT communications or infrastructure experience a manmade or natural debilitating event. In coordination with the project team, assists in the design and administration of policies, standards, guidelines, quality assurance, and training for Continuity of Operations (COOP) plans.	Bachelor's Degree	0
Cybersecurity Consultant II	Provides objective cybersecurity advice and specialized cybersecurity skills in order to create value, maximize growth or improve the performance of their clients. Participates in consulting projects that deliver customer focused results aligned with strategic goals of the Client. Facilitates review and analysis of strategic issues and advises regarding implementation of strategy. May assist in conducting education classes. May provide support in the following areas: guidance to resolving issues, analysis of trends and issues, development of procedures and process, oversight of technical implementation and execution of strategic plans.	Bachelor's Degree	2
Cybersecurity Consultant III	Provides objective cybersecurity advice and specialized cybersecurity skills in order to create value, maximize growth or improve the performance of their clients. Participates in consulting projects that deliver customer focused results aligned with strategic goals of the Client. Facilitates review and analysis of strategic issues and advises regarding implementation of strategy. May assist in conducting education classes. May provide support in the following areas: guidance to resolving issues, analysis of trends and issues, development of procedures and process, oversight of technical implementation and execution of strategic plans.	Bachelor's Degree	5
Cybersecurity Engineer I	Supports the design, development, configuration, and implementation of complex information security and cybersecurity solutions. Participates in efforts to gather and organize technical information about an organization's mission goals and needs, existing information assurance products, and ongoing programs in the information security arena. Establishes and satisfies information assurance requirements based upon the analysis of user, policy, regulatory, and resource demands. Performs analysis, design, and development of information assurance features for system architectures.	Bachelor's Degree	0

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Cybersecurity Data Warehouse Architect III	Plans systems functional and data requirements analysis, systems analysis and design, program design, and documentation preparation cybersecurity projects. Implements and performs systems analysis, design, and programming using data integration and design tools and methods. Works in client/server, n-tier distributed and web based environments. Supports database, business intelligence, web and ETL developers.	Bachelor's Degree	7
Cybersecurity Data Warehouse Programmer/Analyst I	Under the supervision of a more senior manager, works with end users to capture decision support and analysis requirements on cybersecurity efforts. Aides in the design and development of metadata against relational, legacy, and aggregated sources. Configures Extract, Transform & Load tool to load databases. Performs data quality analysis. Develops web-based reports and portal-based interfaces. Interprets software requirements and design specifications and integrates and tests web-based components.	Bachelor's Degree	3
Cybersecurity Data Warehouse Programmer/Analyst III	Works directly with end users to capture decision support and analysis requirements on cybersecurity efforts. Designs and develops metadata against relational, legacy, and aggregated sources. Configures Extract, Transform & Load tool to load databases. Performs data quality analysis. Develops web-based reports and portal-based interfaces. Interprets software requirements and design specifications and integrates and tests web-based components.	Bachelor's Degree	7
Cybersecurity Design Network Engineer I	Applies advanced state-of-the-art cybersecurity networking concepts. Designs or develops testing that requires application of advanced theory. Designs, evaluates, implements, and maintains local-, wide-, and metropolitan area networks to operate across all customer platforms. Selects operating systems and protocol suites, and configures media with concentrators, bridges, and other devices. Resolves interoperability problems to obtain operations across all platforms, including e-mail, file transfers, multi-media, teleconferencing, etc. Supports acquisition of hardware and software, and subcontractor services.	Bachelor's Degree	3
Cybersecurity Design Network Engineer III	Applies advanced, state-of-the-art secure cybersecurity networking. Designs or develops testing that requires application of advanced theory. Designs, evaluates, implements, and maintains local-, wide-, and metropolitan area networks to operate across all customer platforms. Selects operating systems and protocol suites, and configures media with concentrators, bridges, and other devices. Resolves interoperability problems to obtain operations across all platforms, including e-mail, file transfers, multi-media, teleconferencing, etc. Supports acquisition of hardware and software, and subcontractor services. May provide task direction to team members.	Bachelor's Degree	8
Cybersecurity Design Network Engineer V	Leads advanced, state-of-the-art secure cybersecurity networking and the design and development testing that requires application of advanced theory. Designs, evaluates, implements, and maintains local-, wide-, and metropolitan area networks to operate across all customer platforms. Selects operating systems and protocol suites, and configures media with concentrators, bridges, and other devices. Resolves interoperability problems to obtain operations across all platforms, including e-mail, file transfers, multi-media, teleconferencing, etc. Supports acquisition of hardware and software, and subcontractor services. May provide task direction to team members and be the customer interface for network engineering issues.	Bachelor's Degree	10
Cybersecurity Design Systems Engineer I	Assists in the development and application of advanced cybersecurity methods, theories, and research techniques in the investigation and solution of complex system design requirements and problems requiring expert application and advanced cybersecurity knowledge. Assists in the technical direction of cybersecurity projects or phases of projects. Assists in the review, completion, and implementation of system cybersecurity additions and/or enhancements and recommends corrections in technical application and analysis to management.	Bachelor's Degree	5
Cybersecurity Design Systems Engineer III	Develops and applies advanced cybersecurity methods, theories, and research techniques in the investigation and solution of complex system design requirements and problems requiring expert application and advanced cybersecurity knowledge. Plans, conducts, and technically directs projects or phases of projects. Reviews completion and implementation of system security additions and/or enhancements and recommends corrections in technical application and analysis to management. Provides technical cybersecurity consultation to other organizations.	Bachelor's Degree	7

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Cybersecurity Design Systems Engineer V	Develops and applies advanced cybersecurity methods, theories, and research techniques in the investigation and solution of extremely complex and difficult system design requirements and problems requiring expert application and advanced cybersecurity knowledge. Plans, conducts, and technically directs projects or major phases of significant projects. Manages the efforts of engineers and technical support staff in the performance of assigned projects. Reviews completion and implementation of system security additions and/or enhancements and recommends corrections in technical application and analysis to management. Provides technical cybersecurity consultation to other organizations.	Bachelor's Degree	10
Cybersecurity Functional Analyst III	Possesses specialized cybersecurity experience which may include, but is not limited to: acquisition, finance, material, supply chain, personnel, data and other management areas. Analyzes customers' needs to determine functional requirements. Performs functional responsibilities in an independent manner.	Bachelor's Degree	2
Cybersecurity Functional Analyst V	Possesses specialized cybersecurity experience which may include, but is not limited to: acquisition, finance, material, supply chain, personnel, data and other management areas. Analyzes customers' needs to determine functional requirements. Performs functional responsibilities and may manage junior specialist.	Bachelor's Degree	5
Cybersecurity Human Factors Engineer II	Leads and conducts studies in human/machine interaction, equipment/facilities design, environmental design, and human performance assessments for cybersecurity efforts. May participate and provide guidance regarding any project that involves human interaction. Designs experiments and usability testing, oversees data collection and analysis of behavioral data. Work may include human workload, situation awareness, human reliability analysis and cultural interventions. May support organizational performance, product design, etc. including human factors integration, concept design and development, rapid prototyping, user testing and qualification.	Bachelor's Degree	2
Cybersecurity Industry/Functional Area Expert III	Recognized for strong cybersecurity expertise in industry issues and trends. Utilizes functional area expertise gained through direct industry experience to assess the operational and functional baseline of an organization and its organizational components. Works with senior managers and executives to provide industry vision and strategic direction with regard to their enterprise. Guides the determination of information technology inadequacies and /or deficiencies that affect the functional area's ability to support/meet organizational goals. Generates functional area strategies for enhanced IT operations in a cross-functional area mode throughout the organization. Participates in account strategy sessions, strategic assessments and design reviews to validate enterprise approach and associated work products.	Bachelor's Degree	10
Cybersecurity Industry/Functional Area Expert VI	Recognized for strong cybersecurity expertise in industry issues and trends. Utilizes functional area expertise gained through direct industry experience to assess the operational and functional baseline of an organization and its organizational components. Works with senior managers and executives to provide industry vision and strategic direction with regard to their enterprise. Guides the determination of information technology inadequacies and /or deficiencies that affect the functional area's ability to support/meet organizational goals. Generates functional area strategies for enhanced IT operations in a cross-functional area mode throughout the organization. Participates in account strategy sessions, strategic assessments and design reviews to validate enterprise approach and associated work products.	Bachelor's Degree	17
Cybersecurity Information Security Engineer I	Possesses cybersecurity knowledge and working experience in Certification and Accreditations of IT systems and network infrastructures. Has thorough knowledge of standard methodologies used in Certification and Accreditation (C&A) processes; extensive experience following FISMA guidelines in Risk Assessment and Management; conducting Vulnerability Analysis; developing Mitigation Plans; and performing security testing. Typically reports to the senior or principal Information Security Engineer.	Bachelor's Degree	6
Cybersecurity Information Security Engineer III	Possesses cybersecurity knowledge and working experience in Certification and Accreditations of IT systems and network infrastructures. Possesses thorough knowledge of standard methodologies used in Certification and Accreditation (C&A) processes; extensive experience following FISMA guidelines in Risk Assessment and Management; conducting Vulnerability Analysis; developing Mitigation Plans; and performing security testing. Works directly with senior manager/executive clients and typically reports to a principal Information Security Engineer.	Bachelor's Degree	8

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Cybersecurity Information Security Engineer V	Possesses cybersecurity knowledge and working experience in Certification and Accreditations of IT systems and network infrastructures. Possesses thorough knowledge of standard methodologies used in Certification and Accreditation (C&A) processes; extensive experience following NIST or DITSCAP/DIACAP C&A guidelines in Risk Assessment and Management; conducting Vulnerability Analysis; developing Mitigation Plans; and performing security testing. Works directly with senior manager/executive clients.	Bachelor's Degree	10
Cybersecurity Information Security Management Specialist I	Under the direction of a more senior cybersecurity personnel, performs a variety of comprehensive computing, data communication, information security and/or telecommunications functions, with expertise in various diverse operating environments, applications and equipment. Applies a comprehensive and in-depth knowledge of technical concepts, practices and procedures.	Bachelor's Degree	3
Cybersecurity Information Security Management Specialist III	Performs a variety of comprehensive computing, data communication, cybersecurity, information security and/or telecommunications functions, with expertise in various diverse operating environments, applications and equipment. Applies comprehensive and in-depth knowledge of technical concepts, practices and procedures. Works independently but may provide guidance to and assist training less experienced security staff.	Bachelor's Degree	6
Cybersecurity Information Security Management Specialist IV	Leads a variety of comprehensive computing, data communication, cybersecurity, information security and/or telecommunications functions, with expertise in various diverse operating environments, applications and equipment. Applies a comprehensive and in-depth knowledge of technical concepts, practices and procedures. Works independently but may provide guidance to and assist training less experienced security staff.	Bachelor's Degree	8
Cybersecurity Information Security Management Specialist V	Leads a variety of comprehensive computing, data communication, cybersecurity, information security and/or telecommunications functions, with expertise in various diverse operating environments, applications and equipment. Applies a comprehensive and in-depth knowledge of technical concepts, practices and procedures. Works independently but may provide guidance to and assist training less experienced security staff.	Bachelor's Degree	10
Cybersecurity Information Systems Engineer I	Assists in the analytical and systematic evaluation of the problems of workflows, organization and planning to develop appropriate corrective action on cybersecurity efforts. Applies business process improvement practices to reengineer methodologies/principles and business process modernization projects. Applies, as appropriate, activity and data modeling, transaction flow analysis, internal control and risk analysis and modern business methods for performance measurement techniques. Assists in establishing standards for information systems procedures. Assists in developing and applying organization-wide information models for use in designing and building integrated, shared software and database management systems.	Bachelor's Degree	4
Cybersecurity Information Systems Engineer III	In support of cybersecurity projects, evaluates analytically and systematically the problems of workflows, organization and planning, then develops appropriate corrective action. Applies business process improvement practices to reengineer methodologies/principles and business process modernization projects. Applies, as appropriate, activity and data modeling, transaction flow analysis, internal control and risk analysis and modern business methods for performance measurement techniques. Assists in establishing standards for information systems procedures. Develops and applies organization-wide information models for use in designing and building integrated, shared software and database management systems. Constructs sound, logical business improvement opportunities consistent with the configuration information management guiding principles, cost savings and open architecture objectives.	Bachelor's Degree	10
Cybersecurity Management Consultant I	Organizational/technical development cybersecurity specialist who performs business improvement and management tasks. May apply strategic and risk planning techniques, experience with business process re-engineering, and technical tools when performing these tasks.	Bachelor's Degree	4
Cybersecurity Network Administrator V	Responsible for managing a variety of cybersecurity network and system management functions related to the operation, performance and availability of data and information systems. Knowledgeable of LAN/WAN network infrastructure, server hardware and software platforms, and related support tools for heterogeneous environments. Develops systems, tools, and processes to improve infrastructure security, performance and operational efficiency. Manage and administer network services such as e-mail, file servers, and VPN	Bachelor's Degree	10

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
	services. Provide information systems support including desktop PC and software issue resolution. Provides task direction to team members.		
Cybersecurity O&M Network Engineer I	In support of cybersecurity projects, ensures the stability and integrity of in-house voice, data, video, and wireless network services. Assists in deploying, maintaining, securing, and supporting local area networks (LANs) and wide area networks (WANs) across the organization. Assists with the installation, monitoring, maintenance, support, and optimization of all network hardware, software, and communication links. May assist more senior O&M Network Engineers Tier 3 support to analyze and resolve network hardware and software problems in a timely and accurate fashion and provide end user training where required.	High School Diploma	3
Cybersecurity O&M Network Engineer V	In support of cybersecurity projects, ensures the stability and integrity of in-house voice, data, video, and wireless network services. Manages the deployment, maintenance and support of local area networks (LANs) and wide area networks (WANs) across the organization. Leads the installation, monitoring, maintenance, support, and optimization of all network hardware, software, and communication links. Provide Tier 3 support to analyze and resolve network hardware and software problems in a timely and accurate fashion and provide end user training where required. May supervise staff of more junior O&M Network Engineers.	Bachelor's Degree	8
Cybersecurity Platform Analyst II	Supports the Platform Consultant on cybersecurity efforts to act as technical liaison for our customers as well as internal invariant functional teams. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business requirements and deploy the platform software, creation of test scripts and supporting documentation, implementing best practices and process improvement.	Bachelor's Degree	1
Cybersecurity Platform Analyst III	Supports the Platform Consultant on cybersecurity efforts to act as technical liaison for our customers as well as internal invariant functional teams. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business requirements and deploy the platform software, creation of test scripts and supporting documentation, implementing best practices and process improvement.	Bachelor's Degree	2
Cybersecurity Platform Consultant VI	Act as technical liaison on cybersecurity efforts for our customers as well as internal invariant functional teams. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business requirements and deploy the platform software, creation of test scripts and supporting documentation, implementing best practices and process improvement. Maintain platform training and certification on a regular basis.	Bachelor's Degree	7
Cybersecurity Program Manager I	Manages moderately complex programs/projects and provides team leadership and creativity in the development and implementation of service engagements. Directs programs and projects or sub-projects, including project financials and manages and leads work teams. Sets objectives and priorities for the project staff, assigns and reviews tasks, performance, and identifies staffing requirements.	Bachelor's Degree	5
Cybersecurity Program Manager II	Manages moderately complex cybersecurity programs/projects and provides team leadership and creativity in the development and implementation of service engagements. Directs programs and projects or sub-projects, including project financials and manages and leads work teams. Sets objectives and priorities for the project staff, assigns and reviews tasks, performance, and identifies staffing requirements.	Bachelor's Degree	8
Cybersecurity Program Manager V	Independently manages complex and/or high-risk cybersecurity programs/projects and provides team leadership and creativity in the development and implementation of service engagements. Directs multiple and complex projects or sub-projects, including project financials and manages and leads large work teams (i.e., more than 5 cybersecurity consultants and managers). Sets objectives and priorities for the project staff, assigns and reviews tasks, performance, and identifies staffing requirements. May provide the company's most senior interface between client and company resources.	Bachelor's Degree	12
Cybersecurity Project Manager I	Manages cybersecurity programs/projects of low risk and complexity, or a portion of a larger program/project. Defines, generates, and reviews cybersecurity program/project requirements documentation. Performs technical studies to refine program/project requirements.	Bachelor's Degree	3

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
	Monitors program/project to ensure work scope, schedule, and budget are will defined and maintained. Total value of programs/projects is generally less than \$1 million (life of contracts).		
Cybersecurity Project Manager III	Manages cybersecurity programs/projects of low risk and complexity, or a portion of a larger program/project. Defines, generates, and reviews cybersecurity program/project requirements documentation. Performs technical studies to refine program/project requirements. Monitors program/project to ensure work scope, schedule, and budget are will defined and maintained. Total value of programs/projects is generally less than \$2 million (life of contracts).	Bachelor's Degree	7
Cybersecurity Project Manager VII	Manages and leads relatively complex or high risk cybersecurity programs/projects or a portion of a larger program/project. Defines, generates, and reviews cybersecurity program/project requirements documentation. Performs technical studies to refine program/project requirements. Monitors program/project to ensure work scope, schedule, and budget are will defined and maintained. Total value of programs/projects is generally less than \$10 million (life of contracts). May provide the company's most senior interface between client and company resources.	Master's Degree	10
Cybersecurity Security Analyst I	In support of a cybersecurity effort, adept in the use of various security analysis and vulnerability assessment tools and is familiar with many network and operating systems and protocols. Has analytical skills and hands-on experience using security processes and tools.	Bachelor's Degree	3
Cybersecurity Security Analyst II	In support of a cybersecurity effort, adept in the use of various security analysis and vulnerability assessment tools and is familiar with many network and operating systems and protocols. Has analytical skills and hands-on experience using security processes, tools	Bachelor's Degree	4
Cybersecurity Security Analyst III	In support of a cybersecurity effort, fully adept in the use of various security and vulnerability assessment tools and analytical skills and hands-on experience using security processes, tools and techniques in a large, complex, high-availability network/systems environment. Has the ability to communicate effectively in a verbal and written manner with senior company officers as well as clients and project managers.	Bachelor's Degree	6
Cybersecurity Security Analyst IV	In support of a cybersecurity effort, fully adept in the use of various security and vulnerability assessment tools and analytical skills and hands-on experience using security processes, tools and techniques in a large, complex, high-availability network/systems environment. Has the ability to communicate effectively in a verbal and written manner with senior company officers as well as clients and project managers.	Bachelor's Degree	8
Cybersecurity Security Analyst V	In support of a cybersecurity effort, a recognized expert in IT Security, is fully adept in the use of various cybersecurity analysis and vulnerability assessment tools and analytical skills and hands-on experience using security processes, tools and techniques in a large, complex, high-availability network/systems environment. Works directly with senior manager/executive clients.	Bachelor's Degree	10
Cybersecurity Software Engineer V	Analyzes and studies complex system cybersecurity requirements. Leads the design of software tools and applications and manages their implementation. Manages software development and support using formal specifications, data flow diagrams, and other design techniques. Interprets software requirements and design specifications and integrates and tests software components. May supervise staff of more junior software engineers.	Bachelor's Degree	10
Cybersecurity Subject Matter Expert I	In support of a cybersecurity effort, expert in either functional domains (e.g., finance, personnel, acquisition, etc.) or technical disciplines (e.g., computer security, network engineering, etc.). Serves as the primary technical interface and point of contact with Government program authorities and representatives on technical issues. Establishes system information requirements in the development of enterprise wide or large-scale information systems. Designs architecture to include the software, hardware, and communications to support the total requirements as well as provide for present and future cross-functional requirements and interfaces.	Bachelor's Degree	7
Cybersecurity Subject Matter Expert III	Expert in cybersecurity disciplines (e.g., cloud security, security engineering, continuous monitoring, security operations and incident response, etc.). Serves as the primary technical interface and point of contact with Government program authorities and representatives on technical cybersecurity issues. Provides expert level consultation and leadership in: cloud security, cloud architectures, networking, and engineering; cyber operations, security vulnerability assessment, and incident response; and, risk management and risk management frameworks.	Bachelor's Degree	10

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Cybersecurity Subject Matter Expert V	Expert in cybersecurity disciplines (e.g., cloud security, security engineering, continuous monitoring, security operations and incident response, etc.). Serves as the primary technical interface and point of contact with Government program authorities and representatives on technical cybersecurity issues. Provides expert level consultation and leadership in: cloud security, cloud architectures, networking, and engineering; cyber operations, security vulnerability assessment, and incident response; and, risk management and risk management frameworks.	Master's Degree	12
Cybersecurity Systems Administrator III	In support of cybersecurity projects, performs a variety of activities in one or more of the following and/or related areas: personal computer applications training, data control and scheduling coordination, systems administration, data security administration, and associated fields. Provides support for implementation, securing, troubleshooting, and maintenance of IT systems. Manages IT system infrastructure and processes related to the systems. Provides support to IT systems, including day-to-day operations, monitoring and problem resolution for clients.	Bachelor's Degree	5
Cybersecurity Systems Architect I	Supports the implementation of technical advice and software engineering for cybersecurity requirements. Participates and supports projects and teams in the technical analysis of large complex mission critical systems in defining system security and software architecture within the customer's technical environment. Uses experience and knowledge in cybersecurity technology, COTS, software engineering tools and techniques to provide direct technology development.	Bachelor's Degree	4
Cybersecurity Systems Architect III	Provides technical input and advice in supporting the application of sound software engineering concepts and practices for cybersecurity requirements. Participates and supports projects and teams in the technical analysis of large complex mission critical systems in defining system security and software architecture within the customer's technical environment. Uses experience and knowledge in cybersecurity technology, COTS, software engineering tools and techniques to provide direct technology development.	Bachelor's Degree	7
Cybersecurity Systems Architect V	Serves as the computer scientist and cybersecurity expert responsible for providing technical leadership and direction in supporting the application of sound software engineering concepts and practices. Advises, participates, and supports projects and teams in the technical analysis of large complex mission critical systems in defining system security and software architecture within the customer's technical environment. Uses experience and knowledge in cybersecurity technology, COTS, software engineering tools and techniques to assist the customer in developing and implementing programs and projects.	Master's Degree	10
Cybersecurity Task Manager I	Entry level management position responsible for overseeing small task efforts or portions of a larger, complex cybersecurity tasks. May report as deputy to a more senior Task Manager and direct aspects of cybersecurity task management assigned through delegation. Monitors task to ensure work scope and schedule are well defined and maintained but generally does not have direct responsibility for managing budget.	Bachelor's Degree	3
Cybersecurity Task Manager III	Performs as task lead for portion of a larger cybersecurity projects or contracts. Manages tasks of low risk and complexity that generally have multiple resources of similar skills sets assigned. Defines and generates task schedule. Responsible for assigning and managing task resources. Defines, generates, and reviews task documentation. Monitors task to ensure work scope, schedule, and budget are well defined and maintained. Manages task deliverables.	Bachelor's Degree	5
Cybersecurity Technical Analyst III	In support of a cybersecurity effort, analyzes the stability, integrity and efficient operation of information systems and networks that support core organizational functions. May utilize modeling and measuring techniques, engineering methods, statistical methods, operational techniques, and other business models.	Bachelor's Degree	2

Qualification Equivalency – For equivalency, one year of experience equals one year of education.

4 PRICING OF HIGHLY ADAPTIVE CYBERSECURITY SERVICES (SIN 132-45)

LABOR CATEGORY & LEVEL	GSA PRICE – ORDERING ACTIVITY AND CONTRACTOR SITE
Cybersecurity Agile Systems Analyst III	\$126.07
Cybersecurity Application Development Manager I	\$94.26
Cybersecurity Application Development Manager III	\$117.38
Cybersecurity Application Engineer III	\$141.70
Cybersecurity Architect VII	\$196.98
Cybersecurity Business Continuity Planner I	\$79.16
Cybersecurity Consultant II	\$87.95
Cybersecurity Consultant III	\$117.27
Cybersecurity Engineer I	\$62.00
Cybersecurity Data Warehouse Architect III	\$118.74
Cybersecurity Data Warehouse Programmer/Analyst I	\$72.45
Cybersecurity Data Warehouse Programmer/Analyst III	\$114.74
Cybersecurity Design Network Engineer I	\$103.32
Cybersecurity Design Network Engineer III	\$138.64
Cybersecurity Design Network Engineer V	\$138.82
Cybersecurity Design Systems Engineer I	\$118.78
Cybersecurity Design Systems Engineer III	\$128.15
Cybersecurity Design Systems Engineer V	\$116.04
Cybersecurity Functional Analyst III	\$56.47
Cybersecurity Functional Analyst V	\$83.96
Cybersecurity Human Factors Engineer II	\$96.75
Cybersecurity Industry/Functional Area Expert III	\$105.97
Cybersecurity Industry/Functional Area Expert VI	\$118.33
Cybersecurity Information Security Engineer I	\$90.89
Cybersecurity Information Security Engineer III	\$143.91
Cybersecurity Information Security Engineer V	\$146.59
Cybersecurity Information Security Management Specialist I	\$92.33
Cybersecurity Information Security Management Specialist III	\$116.30
Cybersecurity Information Security Management Specialist IV	\$124.99
Cybersecurity Information Security Management Specialist V	\$136.55
Cybersecurity Information Systems Engineer I	\$94.26
Cybersecurity Information Systems Engineer III	\$96.80
Cybersecurity Management Consultant I	\$146.59
Cybersecurity Network Administrator V	\$95.74
Cybersecurity O&M Network Engineer I	\$68.41
Cybersecurity O&M Network Engineer V	\$96.53
Cybersecurity Platform Analyst II	\$93.82
Cybersecurity Platform Analyst III	\$101.64
Cybersecurity Platform Consultant VI	\$202.47
Cybersecurity Program Manager I	\$136.14
Cybersecurity Program Manager II	\$151.72
Cybersecurity Program Manager V	\$184.70
Cybersecurity Project Manager I	\$142.00
Cybersecurity Project Manager III	\$163.20
Cybersecurity Project Manager VII	\$142.42
Cybersecurity Security Analyst I	\$73.36
Cybersecurity Security Analyst II	\$92.14
Cybersecurity Security Analyst III	\$90.78

LABOR CATEGORY & LEVEL	GSA PRICE – ORDERING ACTIVITY AND CONTRACTOR SITE
Cybersecurity Security Analyst IV	\$123.15
Cybersecurity Security Analyst V	\$105.19
Cybersecurity Software Engineer V	\$162.23
Cybersecurity Subject Matter Expert I	\$117.27
Cybersecurity Subject Matter Expert III	\$123.51
Cybersecurity Subject Matter Expert V	\$210.11
Cybersecurity Systems Administrator III	\$76.33
Cybersecurity Systems Architect I	\$77.69
Cybersecurity Systems Architect III	\$117.76
Cybersecurity Systems Architect V	\$162.06
Cybersecurity Task Manager I	\$107.50
Cybersecurity Task Manager III	\$127.37
Cybersecurity Technical Analyst III	\$51.40

5 TERMS AND CONDITIONS APPLICABLE TO IT PROFESSIONAL SERVICES (SIN 132-51)

5.1 SCOPE:

The prices, terms and conditions stated under Special Item Number 132-51 Information Technology Professional Services apply exclusively to IT Professional Services within the scope of this Information Technology Schedule.

The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

5.2 PERFORMANCE INCENTIVES (I-FFS-60, PERFORMANCE INCENTIVES) (APR 00):

- 5.2.1 Performance incentives may be agreed upon between the Contractor and the ordering activity on individual fixed price orders or Blanket Purchase Agreements under this contract.
- 5.2.2 The ordering activity must establish a maximum performance incentive price for these services and/or total solutions on individual orders or Blanket Purchase Agreements.
- 5.2.3 Incentives should be designed to relate results achieved by the contractor to specified targets. To the maximum extent practicable, ordering activities shall consider establishing incentives where performance is critical to the ordering activity's mission and incentives are likely to motivate the contractor. Incentives shall be based on objectively measurable tasks.

5.3 ORDER:

- 5.3.1 Agencies may use written orders, EDI orders, blanket purchase agreements, individual purchase orders, or task orders for ordering services under this contract. Blanket Purchase Agreements shall not extend beyond the end of the contract period; all services and delivery shall be made and the contract terms and conditions shall continue in effect until the completion of the order. Orders for tasks which extend beyond the fiscal year for which funds are available shall include FAR 52.232-19 (Deviation – May 2003) Availability of Funds for the Next Fiscal Year. The purchase order shall specify the availability of funds and the period for which funds are available.
- 5.3.2 All task orders are subject to the terms and conditions of the contract. In the event of conflict between a task order and the contract, the contract will take precedence.

5.4 PERFORMANCE OF SERVICES:

- 5.4.1 The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.
- 5.4.2 The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.
- 5.4.3 The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.
- 5.4.4 Any Contractor travel required in the performance of IT Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts.

5.5 STOP-WORK ORDER (FAR 52.242-15) (AUG 1989):

The Contracting Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop-work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Contracting Officer shall either-

Cancel the stop-work order; or

Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the Government, clause of this contract.

If a stop-work order issued under this clause is canceled or the period of the order or any extension thereof expires, the Contractor shall resume work. The Contracting Officer shall make an equitable adjustment in the delivery schedule or contract price, or both, and the contract shall be modified, in writing, accordingly, if- (1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and

The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.

If a stop-work order is not canceled and the work covered by the order is terminated for the convenience of the Government, the Contracting Officer shall allow reasonable costs resulting from the stop-work order in arriving at the termination settlement.

If a stop-work order is not canceled and the work covered by the order is terminated for default, the Contracting Officer shall allow, by equitable adjustment or otherwise, reasonable costs resulting from the stop-work order.

5.6 INSPECTION OF SERVICES:

In accordance with 552.212-4 CONTRACT TERMS AND CONDITIONS—COMMERCIAL ITEMS (JAN 2017) (DEVIATION – FEB 2007) (DEVIATION - FEB 2018) for Firm-Fixed Price orders; or GSAR 552.212-4 CONTRACT TERMS AND CONDITIONS—COMMERCIAL ITEMS (JAN 2017) (DEVIATION - FEB 2018) (ALTERNATE I - JAN 2017) (DEVIATION - FEB 2007) for Time-and-Materials and Labor-Hour Contracts orders placed under this contract.

5.7 RESPONSIBILITIES OF THE CONTRACTOR:

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (Dec 2007) Rights in Data – General, may apply.

5.8 RESPONSIBILITIES OF THE ORDERING ACTIVITY:

Subject to security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite IT Professional Services.

5.9 INDEPENDENT CONTRACTOR:

All IT Professional Services performed by the Contractor under the terms of this contract shall be as an independent Contractor, and not as an agent or employee of the ordering activity.

5.10 ORGANIZATIONAL CONFLICTS OF INTEREST:

5.10.1 Definitions.

- **“Contractor”** means the person, firm, unincorporated association, joint venture, partnership, or corporation that is a party to this contract.
- **“Contractor and its affiliates”** and **“Contractor or its affiliates”** refers to the Contractor, its chief executives, directors, officers, subsidiaries, affiliates, subcontractors at any tier, and consultants and any joint venture involving the Contractor, any entity into or with which the Contractor subsequently merges or affiliates, or any other successor or assignee of the Contractor.
- An **“Organizational conflict of interest”** exists when the nature of the work to be performed under a proposed ordering activity contract, without some restriction on ordering activities by the Contractor and its affiliates, may either (i) result in an unfair competitive advantage to the Contractor or its affiliates or (ii) impair the Contractor’s or its affiliates’ objectivity in performing contract work.

5.10.2 To avoid an organizational or financial conflict of interest and to avoid prejudicing the best interests of the ordering activity, ordering activities may place restrictions on the Contractors, its affiliates, chief executives, directors, subsidiaries and subcontractors at any tier when placing orders against schedule contracts. Such restrictions shall be consistent with FAR 9.505 and shall be designed to avoid, neutralize, or mitigate organizational conflicts of interest that might otherwise exist in situations related to individual orders placed against the schedule contract. Examples of situations, which may require restrictions, are provided at FAR 9.508.

5.11 INVOICES:

The Contractor, upon completion of the work ordered, shall submit invoices for IT Professional services. Progress payments may be authorized by the ordering activity on individual orders if appropriate. Progress payments shall be based upon completion of defined milestones or interim products. Invoices shall be submitted monthly for recurring services performed during the preceding month.

5.12 PAYMENTS:

For firm-fixed price orders the ordering activity shall pay the Contractor, upon submission of proper invoices or vouchers, the prices stipulated in this contract for service rendered and accepted. Progress payments shall be made only when authorized by the order. For time-and-materials orders, the Payments under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to time-and-materials orders placed under this contract. For labor-hour orders, the Payment under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to labor-hour orders placed under this contract. 52.216-31 (Feb 2007) Time-and Materials/Labor-Hour Proposal Requirements—Commercial Item Acquisition. As prescribed in 16.601(e)(3), insert the following provision:

- a. The Government contemplates award of a Time-and-Materials or Labor-Hour type of contract resulting from this solicitation.
- b. The offeror must specify fixed hourly rates in its offer that include wages, overhead, general and administrative expenses, and profit. The offeror must specify whether the fixed hourly rate for each labor category applies to labor performed by

The offeror;

Subcontractors; and/or

Divisions, subsidiaries, or affiliates of the offeror under a common control.

5.13 RESUMES:

Resumes shall be provided to the GSA Contracting Officer or the user ordering activity upon request.

5.14 INCIDENTAL SUPPORT COSTS:

Incidental support costs are available outside the scope of this contract. The costs will be negotiated separately with the ordering activity in accordance with the guidelines set forth in the FAR.

5.15 APPROVAL OF SUBCONTRACTS:

The ordering activity may require that the Contractor receive, from the ordering activity's Contracting Officer, written consent before placing any subcontract for furnishing any of the work called for in a task order.

6 DESCRIPTIONS OF IT PROFESSIONAL SERVICES (SIN 132-51)

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Agile Systems Analyst III	Supports technology-based projects using Agile methodologies by collaborating with developers and customers on a frequent basis during agile projects. Provides business and systems analysis support for projects collaborating with customers and developers to identify, define, interpret, and clarify scope of problems/issues in terms of business/systems requirements and processes.	Bachelor's Degree	5
Application Development Manager I	Oversees software development, application development, or web authoring projects. Technical manager who provides team leadership and creativity in the development and implementation of development projects. Sets objectives and priorities for the project staff, assigns and reviews tasks, performance, and identifies staffing requirements.	Bachelor's Degree	2
Application Development Manager III	Oversees software development, application development, or web authoring projects. Technical manager who provides team leadership and creativity in the development and implementation of development projects. Sets objectives and priorities for the project staff, assigns and reviews tasks, performance, and identifies staffing requirements.	Bachelor's Degree	5
Application Engineer III	Designs, develops, evaluates and modifies systems and systems-oriented products. Designs and develops software programming applications. Supports and develops software applications/operating systems. Participates in the testing process through test execution, test script development, test review, and analysis. Has knowledge of commonly-used procedures within a particular field. Relies on instructions to perform the functions of the job.	Bachelor's Degree	5
Architect I	Under the supervision of a more senior Architect, participates in the development of business, information, and strategy requirements for enterprise-wide or large-scale information process implementations, systems, databases, and/or networks. Participates in the development of architecture projects including technical architecture, business architecture, strategic planning, and business process design. Conducts analysis and response to congressional and OMB architecture inquiries under the supervision of a more senior Architect.	Bachelor's Degree	4
Architect III	Participates in the development of business, information, and strategy requirements for enterprise-wide or large-scale information process implementations, systems, databases, and/or networks. Develops architecture projects including technical architecture, business architecture, strategic planning, and business process design. Conducts analysis and response to congressional and OMB architecture inquiries.	Bachelor's Degree	8
Architect V	Establishes business, information, and strategy requirements for enterprise-wide or large-scale information process implementations, systems, databases, and/or networks. Leads the development of architecture projects including technical architecture, business architecture, strategic planning, and business process design. Leads the analysis and response to congressional and OMB architecture inquiries.	Bachelor's Degree	12
Architect VII	Plans, directs, and establishes business, information, and strategy requirements for enterprise-wide or large-scale information process implementations, systems, databases, and/or networks. Oversees and leads the development of architecture projects including technical architecture, business architecture, strategic planning, and business process design. Oversees and leads the analysis and response to congressional and OMB architecture inquiries.	Master's Degree	15
Business Continuity Planner I	Under supervision, provides research and analysis to project teams to ensure the continuation of core, mission-essential functions should personnel, facilities, inventory, IT communications or infrastructure experience a manmade or natural debilitating event. In coordination with the project team, assists in the design and administration of policies, standards, guidelines, quality assurance, and training for Continuity of Operations (COOP) plans.	Bachelor's Degree	0
Consultant II	Provides objective advice and specialized skills in order to create value, maximize growth or improve the performance of their clients. Participates in consulting projects that deliver customer focused results aligned with strategic goals of the Client. Facilitates review and analysis of strategic issues and advises regarding implementation of strategy. May assist in conducting education classes. May provide support in the following areas: guidance to resolving issues, analysis of trends and issues, development of procedures and processes, oversight of technical implementation and execution of strategic plans.	Bachelor's Degree	2

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Consultant III	Provides objective advice and specialized skills in order to create value, maximize growth or improve the performance of their clients. Participates in consulting projects that deliver customer focused results aligned with strategic goals of the Client. Facilitates review and analysis of strategic issues and advises regarding implementation of strategy. May assist in conducting education classes. May provide support in the following areas: guidance to resolving issues, analysis of trends and issues, development of procedures and processes, oversight of technical implementation and execution of strategic plans.	Bachelor's Degree	5
Cyber Engineer I	Supports the design, development, configuration, and implementation of complex information security solutions. Participates in efforts to gather and organize technical information about an organization's mission goals and needs, existing information assurance products, and ongoing programs in the information security arena. Establishes and satisfies information assurance requirements based upon the analysis of user, policy, regulatory, and resource demands. Performs analysis, design, and development of information assurance features for system architectures.	Bachelor's Degree	0
Data Architect I	Assists in the systems functional and data requirements analysis, systems analysis and design, program design, and documentation preparation. Supports project implementation and performs systems analysis, design and programming using data integration and design tools and methods. Works in the client/server environment. Prepares written and oral communications.	Bachelor's Degree	5
Data Architect III	Performs systems functional and data requirements analysis, systems analysis and design, program design, and documentation preparation. May manage project implementation and performs systems analysis, design, and programming using data integration and design tools and methods. Works in the client/server environment. Utilizes managerial and supervisory skills. Prepares written and oral communications, including giving formal presentations to different audiences.	Bachelor's Degree	7
Data Warehouse Architect III	Plans systems functional and data requirements analysis, systems analysis and design, program design, and documentation preparation projects. Implements and performs systems analysis, design, and programming using data integration and design tools and methods. Works in client/server, n-tier distributed and web based environments. Supports database, business intelligence, web and ETL developers.	Bachelor's Degree	7
Data Warehouse Programmer/Analyst I	Under the supervision of a more senior manager, works with end users to capture decision support and analysis requirements. Aides in the design and development of metadata against relational, legacy, and aggregated sources. Configures Extract, Transform & Load tool to load databases. Performs data quality analysis. Develops web-based reports and portal-based interfaces. Interprets software requirements and design specifications and integrates and tests web-based components.	Bachelor's Degree	3
Data Warehouse Programmer/Analyst III	Works directly with end users to capture decision support and analysis requirements. Designs and develops metadata against relational, legacy, and aggregated sources. Configures Extract, Transform & Load tool to load databases. Performs data quality analysis. Develops web-based reports and portal-based interfaces. Interprets software requirements and design specifications and integrates and tests web-based components.	Bachelor's Degree	7
Database Programmer/Analyst III	Under general direction, designs, implements, administers and maintains moderately complex databases with respect to the operating system, access methods, access time, device allocation, validation checks, organization, and statistical methods. Maintains database dictionaries and integrates systems through database design.	Bachelor's Degree	10
Design Network Engineer I	Applies advanced state-of-the-art networking concepts. Designs or develops testing that requires application of advanced theory. Designs, evaluates, implements, and maintains local-, wide-, and metropolitan area networks to operate across all customer platforms. Selects operating systems and protocol suites, and configures media with concentrators, bridges, and other devices. Resolves interoperability problems to obtain operations across all platforms, including e-mail, file transfers, multi-media, teleconferencing, etc. Supports acquisition of hardware and software, and subcontractor services.	Bachelor's Degree	3
Design Network Engineer III	Applies advanced, state-of-the-art networking concepts. Designs or develops testing that requires application of advanced theory. Designs, evaluates, implements, and maintains local-, wide-, and metropolitan area networks to operate across all customer platforms. Selects operating systems and protocol suites, and configures media with concentrators, bridges, and other devices. Resolves interoperability problems to obtain operations across all platforms, including e-mail, file transfers, multi-media, teleconferencing, etc. Supports acquisition of	Bachelor's Degree	8

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
	hardware and software, and subcontractor services. May provide task direction to team members.		
Design Network Engineer V	Leads advanced, state-of-the-art networking concepts and the design and development testing that requires application of advanced theory. Designs, evaluates, implements, and maintains local-, wide-, and metropolitan area networks to operate across all customer platforms. Selects operating systems and protocol suites, and configures media with concentrators, bridges, and other devices. Resolves interoperability problems to obtain operations across all platforms, including e-mail, file transfers, multi-media, teleconferencing, etc. Supports acquisition of hardware and software, and subcontractor services. May provide task direction to team members and be the customer interface for network engineering issues.	Bachelor's Degree	10
Design Systems Engineer I	Assists in the development and application of advanced methods, theories, and research techniques in the investigation and solution of complex system design requirements and problems requiring expert application and advanced knowledge. Assists in the technical direction of projects or phases of projects. Assists in the review, completion, and implementation of systems additions and/or enhancements, and recommends corrections in technical application and analysis to management.	Bachelor's Degree	5
Design Systems Engineer III	Develops and applies advanced methods, theories, and research techniques in the investigation and solution of complex system design requirements and problems requiring expert application and advanced knowledge. Plans, conducts, and technically directs projects or phases of projects. Reviews completion and implementation of systems additions and/or enhancements, and recommends corrections in technical application and analysis to management. Provides technical consultation to other organizations.	Bachelor's Degree	7
Design Systems Engineer V	Develops and applies advanced methods, theories, and research techniques in the investigation and solution of extremely complex and difficult system design requirements and problems requiring expert application and advanced knowledge. Plans, conducts, and technically directs projects or major phases of significant projects. Manages the efforts of engineers and technical support staff in the performance of assigned projects. Reviews completion and implementation of systems additions and/or enhancements, and recommends corrections in technical application and analysis to management. Provides technical consultation to other organizations.	Bachelor's Degree	10
Functional Analyst III	Possesses specialized experience which may include, but is not limited to: acquisition, finance, material, supply chain, personnel, data and other management areas. Analyzes customers' needs to determine functional requirements. Performs functional responsibilities in an independent manner.	Bachelor's Degree	2
Functional Analyst V	Possesses specialized experience which may include, but is not limited to: acquisition, finance, material, supply chain, personnel, data and other management areas. Analyzes customers' needs to determine functional requirements. Performs functional responsibilities and may manage junior specialist.	Bachelor's Degree	5
Human Factors Engineer II	Leads and conducts studies in human/machine interaction, equipment/facilities design, environmental design, and human performance assessment. May participate and provide guidance regarding any project that involves human interaction. Designs experiments and usability testing, oversees data collection and analysis of behavioral data. Work may include human workload, situation awareness, human reliability analysis and cultural interventions. May support organizational performance, product design, etc. including human factors integration, concept design and development, rapid prototyping, user testing and qualification.	Bachelor's Degree	2
Industry/Functional Area Expert III	Recognized for strong expertise in industry issues and trends. Utilizes functional area expertise gained through direct industry experience to assess the operational and functional baseline of an organization and its organizational components. Works with senior managers and executives to provide industry vision and strategic direction with regard to their enterprise. Guides the determination of information technology inadequacies and /or deficiencies that affect the functional area's ability to support/meet organizational goals. Generates functional area strategies for enhanced IT operations in a cross-functional area mode throughout the organization. Participates in account strategy sessions, strategic assessments and design reviews to validate enterprise approach and associated work products.	Bachelor's Degree	10
Industry/Functional Area Expert VI	Recognized for strong expertise in industry issues and trends. Utilizes functional area expertise gained through direct industry experience to	Bachelor's Degree	17

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
	<p>assess the operational and functional baseline of an organization and its organizational components. Works with senior managers and executives to provide industry vision and strategic direction with regard to their enterprise. Guides the determination of information technology inadequacies and /or deficiencies that affect the functional area's ability to support/meet organizational goals. Generates functional area strategies for enhanced IT operations in a cross-functional area mode throughout the organization. Participates in account strategy sessions, strategic assessments and design reviews to validate enterprise approach and associated work products.</p>		
<p>Information Security Engineer I</p>	<p>Possesses knowledge and working experience in Certification and Accreditations of IT systems and network infrastructures. Has thorough knowledge of standard methodologies used in Certification and Accreditation (C&A) processes; extensive experience following NIST or DITSCAP/DIACAP C&A guidelines in Risk Assessment and Management; conducting Vulnerability Analysis; developing Mitigation Plans; and performing security testing. Typically reports to the senior or principal Information Security Engineer.</p>	<p>Bachelor's Degree</p>	<p>6</p>
<p>Information Security Engineer III</p>	<p>Possesses knowledge and working experience in Certification and Accreditations of IT systems and network infrastructures. Possesses thorough knowledge of standard methodologies used in Certification and Accreditation (C&A) processes; extensive experience following NIST or DITSCAP/DIACAP C&A guidelines in Risk Assessment and Management; conducting Vulnerability Analysis; developing Mitigation Plans; and performing security testing. Works directly with senior manager/executive clients and typically reports to a principal Information Security Engineer.</p>	<p>Bachelor's Degree</p>	<p>8</p>
<p>Information Security Engineer V</p>	<p>Possesses knowledge and working experience in Certification and Accreditations of IT systems and network infrastructures. Possesses thorough knowledge of standard methodologies used in Certification and Accreditation (C&A) processes; extensive experience following NIST or DITSCAP/DIACAP C&A guidelines in Risk Assessment and Management; conducting Vulnerability Analysis; developing Mitigation Plans; and performing security testing. Works directly with senior manager/executive clients.</p>	<p>Bachelor's Degree</p>	<p>10</p>
<p>Information Security Management Specialist I</p>	<p>Under the direction of a more senior security personnel, performs a variety of comprehensive computing, data communication, information security and/or telecommunications functions, with expertise in various diverse operating environments, applications and equipment. Applies a comprehensive and in-depth knowledge of technical concepts, practices and procedures.</p>	<p>Bachelor's Degree</p>	<p>3</p>
<p>Information Security Management Specialist III</p>	<p>Performs a variety of comprehensive computing, data communication, information security and/or telecommunications functions, with expertise in various diverse operating environments, applications and equipment. Applies comprehensive and in-depth knowledge of technical concepts, practices and procedures. Works independently but may provide guidance to and assist training less experienced security staff.</p>	<p>Bachelor's Degree</p>	<p>6</p>
<p>Information Security Management Specialist IV</p>	<p>Leads a variety of comprehensive computing, data communication, information security and/or telecommunications functions, with expertise in various diverse operating environments, applications and equipment. Applies a comprehensive and in-depth knowledge of technical concepts, practices and procedures. Works independently but may provide guidance to and assist training less experienced security staff.</p>	<p>Bachelor's Degree</p>	<p>8</p>
<p>Information Security Management Specialist V</p>	<p>Leads a variety of comprehensive computing, data communication, information security and/or telecommunications functions, with expertise in various diverse operating environments, applications and equipment. Applies a comprehensive and in-depth knowledge of technical concepts, practices and procedures. Works independently but may provide guidance to and assist training less experienced security staff.</p>	<p>Bachelor's Degree</p>	<p>10</p>
<p>Information Systems Engineer I</p>	<p>Assists in the analytical and systematic evaluation of the problems of workflows, organization and planning to develop appropriate corrective action. Applies business process improvement practices to reengineer methodologies/principles and business process modernization projects. Applies, as appropriate, activity and data modeling, transaction flow analysis, internal control and risk analysis and modern business methods for performance measurement techniques. Assists in establishing standards for information systems procedures. Assists in developing and applying organization-wide information models for use in designing and building integrated, shared software and database management systems.</p>	<p>Bachelor's Degree</p>	<p>4</p>
<p>Information Systems Engineer III</p>	<p>Evaluates analytically and systematically the problems of workflows, organization and planning, then develops appropriate corrective action. Applies business process improvement practices to reengineer methodologies/principles and business process modernization projects.</p>	<p>Bachelor's Degree</p>	<p>10</p>

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
	Applies, as appropriate, activity and data modeling, transaction flow analysis, internal control and risk analysis and modern business methods for performance measurement techniques. Assists in establishing standards for information systems procedures. Develops and applies organization-wide information models for use in designing and building integrated, shared software and database management systems. Constructs sound, logical business improvement opportunities consistent with the configuration information management guiding principles, cost savings and open architecture objectives.		
Management Consultant I	Organizational/technical development specialist who performs business improvement and management tasks. May apply strategic and risk planning techniques, experience with business process re-engineering, and technical tools when performing these tasks.	Bachelor's Degree	4
Network Administrator V	Responsible for managing a variety of network and systems management functions related to the operation, performance and availability of data and information systems. Knowledgeable of LAN/WAN network infrastructure, server hardware and software platforms, and related support tools for heterogeneous environments. Develops systems, tools, and processes to improve infrastructure performance and operational efficiency. Manage and administer network services such as e-mail, file servers, and VPN services. Provide information systems support including desktop PC and software issue resolution. Provides task direction to team members.	Bachelor's Degree	10
O&M Network Engineer I	Ensures the stability and integrity of in-house voice, data, video, and wireless network services. Assists in deploying, maintaining and supporting local area networks (LANs) and wide area networks (WANs) across the organization. Assists with the installation, monitoring, maintenance, support, and optimization of all network hardware, software, and communication links. May assist more senior O&M Network Engineers Tier 3 support to analyze and resolve network hardware and software problems in a timely and accurate fashion, and provide end user training where required.	High School Diploma	3
O&M Network Engineer V	Ensures the stability and integrity of in-house voice, data, video, and wireless network services. Manages the deployment, maintenance and support of local area networks (LANs) and wide area networks (WANs) across the organization. Leads the installation, monitoring, maintenance, support, and optimization of all network hardware, software, and communication links. Provide Tier 3 support to analyze and resolve network hardware and software problems in a timely and accurate fashion, and provide end user training where required. May supervise staff of more junior O&M Network Engineers.	Bachelor's Degree	8
Platform Analyst II	Supports the Platform Consultant to act as technical liaison for our customers as well as internal evariant functional teams. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business requirements and deploy the platform software, creation of test scripts and supporting documentation, implementing best practices and process improvement.	Bachelor's Degree	1
Platform Analyst III	Supports the Platform Consultant to act as technical liaison for our customers as well as internal invariant functional teams. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business requirements and deploy the platform software, creation of test scripts and supporting documentation, implementing best practices and process improvement.	Bachelor's Degree	2
Platform Consultant VI	Act as technical liaison for our customers as well as internal invariant functional teams. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business requirements and deploy the platform software, creation of test scripts and supporting documentation, implementing best practices and process improvement. Maintain platform training and certification on a regular basis.	Bachelor's Degree	7
Program Control Analyst III	Participates in the performance of life cycle configuration management (CM) of information systems. Includes, but is not limited to, CM plan/requirements development and review, configuration audit planning and conduct, CM process analysis and development, and change proposal development and review. Also demonstrated ability/understanding of life cycle concepts and process audits, IT program planning and development, and automated CM support tool.	Bachelor's Degree	5
Program Control Analyst V	Leads the performance of life cycle configuration management (CM) of information systems. Includes, but is not limited to, CM plan/requirements development and review, configuration audit planning and conduct, CM process analysis and development, and change proposal development and review. Expertise in life cycle	Bachelor's Degree	8

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
	concepts and process audits, IT program planning and development, and automated CM support tool.		
Program Manager I	Manages moderately complex programs/projects and provides team leadership and creativity in the development and implementation of service engagements. Directs programs and projects or sub-projects, including project financials and manages and leads work teams. Sets objectives and priorities for the project staff, assigns and reviews tasks, performance, and identifies staffing requirements.	Bachelor's Degree	5
Program Manager II	Manages moderately complex programs/projects and provides team leadership and creativity in the development and implementation of service engagements. Directs programs and projects or sub-projects, including project financials and manages and leads work teams. Sets objectives and priorities for the project staff, assigns and reviews tasks, performance, and identifies staffing requirements.	Bachelor's Degree	8
Program Manager V	Independently manages complex and/or high-risk programs/projects and provides team leadership and creativity in the development and implementation of service engagements. Directs multiple and complex projects or sub-projects, including project financials and manages and leads large work teams (i.e., more than 5 consultants and managers). Sets objectives and priorities for the project staff, assigns and reviews tasks, performance, and identifies staffing requirements. May provide the company's most senior interface between client and company resources.	Bachelor's Degree	12
Project Manager I	Manages programs/projects of low risk and complexity, or a portion of a larger program/project. Defines, generates, and reviews program/project requirements documentation. Performs technical studies to refine program/project requirements. Monitors program/project to ensure work scope, schedule, and budget are will defined and maintained. Total value of programs/projects is generally less than \$1 million (life of contracts).	Bachelor's Degree	3
Project Manager III	Manages programs/projects of low risk and complexity, or a portion of a larger program/project. Defines, generates, and reviews program/project requirements documentation. Performs technical studies to refine program/project requirements. Monitors program/project to ensure work scope, schedule, and budget are will defined and maintained. Total value of programs/projects is generally less than \$2 million (life of contracts).	Bachelor's Degree	7
Project Manager VII	Manages and leads relatively complex or high risk programs/projects or a portion of a larger program/project. Defines, generates, and reviews program/project requirements documentation. Performs technical studies to refine program/project requirements. Monitors program/project to ensure work scope, schedule, and budget are will defined and maintained. Total value of programs/projects is generally less than \$10 million (life of contracts). May provide the company's most senior interface between client and company resources.	Master's Degree	10
Security Analyst I	Adept in the use of various security analysis and vulnerability assessment tools and is familiar with many network and operating systems and protocols. Has analytical skills and hands-on experience using security processes, tools	Bachelor's Degree	3
Security Analyst II	Adept in the use of various security analysis and vulnerability assessment tools and is familiar with many network and operating systems and protocols. Has analytical skills and hands-on experience using security processes, tools	Bachelor's Degree	4
Security Analyst III	Fully adept in the use of various security and vulnerability assessment tools and analytical skills and hands-on experience using security processes, tools and techniques in a large, complex, high-availability network/systems environment. Has the ability to communicate effectively in a verbal and written manner with senior company officers as well as clients and project managers.	Bachelor's Degree	6
Security Analyst IV	Fully adept in the use of various security and vulnerability assessment tools and analytical skills and hands-on experience using security processes, tools and techniques in a large, complex, high-availability network/systems environment. Has the ability to communicate effectively in a verbal and written manner with senior company officers as well as clients and project managers.	Bachelor's Degree	8
Security Analyst V	A recognized expert in IT Security, is fully adept in the use of various security analysis and vulnerability assessment tools and analytical skills and hands-on experience using security processes, tools and techniques in a large, complex, high-availability network/systems environment. Works directly with senior manager/executive clients.	Bachelor's Degree	10
Software Engineer III	Analyzes and studies complex system requirements. Designs software tools and applications and manages their implementation. Manages software development and support using formal specifications, data flow	Bachelor's Degree	7

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
	diagrams, and other design techniques. Interprets software requirements and design specifications and integrates and tests software components.		
Software Engineer V	Analyzes and studies complex system requirements. Leads the design of software tools and applications and manages their implementation. Manages software development and support using formal specifications, data flow diagrams, and other design techniques. Interprets software requirements and design specifications and integrates and tests software components. May supervise staff of more junior software engineers.	Bachelor's Degree	10
Subject Matter Expert I	Expert in either functional domains (e.g., finance, personnel, acquisition, etc.) or technical disciplines (e.g., computer security, network engineering, etc.). Serves as the primary technical interface and point of contact with Government program authorities and representatives on technical issues. Establishes system information requirements in the development of enterprise wide or large-scale information systems. Designs architecture to include the software, hardware, and communications to support the total requirements as well as provide for present and future cross-functional requirements and interfaces.	Bachelor's Degree	7
Subject Matter Expert III	Expert in either functional domains (e.g., finance, personnel, acquisition, etc.) or technical disciplines (e.g., computer security, network engineering, etc.). Serves as the primary technical interface and point of contact with Government program authorities and representatives on technical issues. Establishes system information requirements in the development of enterprise wide or large-scale information systems. Designs architecture to include the software, hardware, and communications to support the total requirements as well as provide for present and future cross-functional requirements and interfaces.	Bachelor's Degree	10
Subject Matter Expert V	Expert in either functional domains (e.g., finance, personnel, acquisition, etc.) or technical disciplines (e.g., computer security, network engineering, etc.). Serves as the primary technical interface and point of contact with Government program authorities and representatives on technical issues. Establishes system information requirements in the development of enterprise wide or large-scale information systems. Designs architecture to include the software, hardware, and communications to support the total requirements as well as provide for present and future cross-functional requirements and interfaces.	Master's Degree	12
Systems Administrator III	Performs a variety of activities in one or more of the following and/or related areas: personal computer applications training, data control and scheduling coordination, systems administration, data security administration, and associated fields. Provides support for implementation, troubleshooting, and maintenance of IT systems. Manages IT system infrastructure and processes related to the systems. Provides support to IT systems, including day-to-day operations, monitoring and problem resolution for clients.	Bachelor's Degree	5
Systems Architect I	Supports the implementation of technical advice and software engineering. Participates and supports projects and teams in the technical analysis of large complex mission critical systems in defining systems and software architecture within the customer's technical environment. Uses experience and knowledge in technology, COTS, software engineering tools and techniques to provide direct technology development.	Bachelor's Degree	4
Systems Architect III	Provides technical input and advice in supporting the application of sound software engineering concepts and practices. Participates and supports projects and teams in the technical analysis of large complex mission critical systems in defining systems and software architecture within the customer's technical environment. Uses experience and knowledge in technology, COTS, software engineering tools and techniques to provide direct technology development.	Bachelor's Degree	7
Systems Architect V	Serves as the computer scientist and expert responsible for providing technical leadership and direction in supporting the application of sound software engineering concepts and practices. Advises, participates, and supports projects and teams in the technical analysis of large complex mission critical systems in defining systems and software architecture within the customer's technical environment. Uses experience and knowledge in technology, COTS, software engineering tools and techniques to assist the customer in developing and implementing programs and projects.	Master's Degree	10
Task Manager I	Entry level management position responsible for overseeing small task efforts or portions of a larger, complex task. May report as deputy to a more senior Task Manager and direct aspects of task management assigned through delegation. Monitors task to ensure work scope and schedule are well defined and maintained but generally does not have direct responsibility for managing budget.	Bachelor's Degree	3

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Task Manager III	Performs as task lead for portion of a larger project or contract. Manages tasks of low risk and complexity that generally have multiple resources of similar skills sets assigned. Defines and generates task schedule. Responsible for assigning and managing task resources. Defines, generates, and reviews task documentation. Monitors task to ensure work scope, schedule, and budget are well defined and maintained. Manages task deliverables.	Bachelor's Degree	5
Technical Analyst III	Analyzes the stability, integrity and efficient operation of information systems and networks that support core organizational functions. May utilize modeling and measuring techniques, engineering methods, statistical methods, operational techniques, and other business models.	Bachelor's Degree	2
User/Technical Support Manager V	Has overall responsibility for help desk staff and the activities associated with the identification, prioritization, and resolution of reported problems. Ensures that all phases of help desk support are properly coordinated, monitored, logged, tracked and resolved appropriately. May maintain responsibility for development, maintenance and integrity of help desk software. Assigns personnel to various operations and directs their activities; reviews and evaluates their work and prepares performance reports.	Bachelor's Degree	7

Qualification Equivalency – For equivalency, one year of experience equals one year of education.

7 PRICING OF IT PROFESSIONAL SERVICES (SIN 132-51)

LABOR CATEGORY & LEVEL	GSA PRICE – ORDERING ACTIVITY AND CONTRACTOR SITE
Agile Systems Analyst III	\$126.07
Application Development Manager I	\$94.26
Application Development Manager III	\$117.38
Application Engineer III	\$141.70
Architect I	\$97.09
Architect III	\$132.42
Architect V	\$137.06
Architect VII	\$196.98
Business Continuity Planner I	\$79.16
Consultant II	\$87.95
Consultant III	\$117.27
Cyber Engineer I	\$62.00
Data Architect I	\$117.75
Data Architect III	\$127.96
Data Warehouse Architect III	\$118.74
Data Warehouse Programmer/Analyst I	\$72.45
Data Warehouse Programmer/Analyst III	\$114.74
Database Programmer/Analyst III	\$107.50
Design Network Engineer I	\$103.32
Design Network Engineer III	\$138.64
Design Network Engineer V	\$138.82
Design Systems Engineer I	\$118.78
Design Systems Engineer III	\$128.15
Design Systems Engineer V	\$116.04
Functional Analyst III	\$56.47
Functional Analyst V	\$83.96
Human Factors Engineer II	\$96.75
Industry/Functional Area Expert III	\$105.97
Industry/Functional Area Expert VI	\$118.33
Information Security Engineer I	\$90.89
Information Security Engineer III	\$143.91
Information Security Engineer V	\$146.59
Information Security Management Specialist I	\$92.33
Information Security Management Specialist III	\$116.30
Information Security Management Specialist IV	\$124.99
Information Security Management Specialist V	\$136.55
Information Systems Engineer I	\$94.26
Information Systems Engineer III	\$96.80
Management Consultant I	\$146.59
Network Administrator V	\$95.74
O&M Network Engineer I	\$68.41
O&M Network Engineer V	\$96.53
Platform Analyst II	\$93.82
Platform Analyst III	\$101.64
Platform Consultant VI	\$202.47
Program Control Analyst III	\$103.32
Program Control Analyst V	\$151.59
Program Manager I	\$136.14
Program Manager II	\$151.72
Program Manager V	\$184.70

LABOR CATEGORY & LEVEL	GSA PRICE – ORDERING ACTIVITY AND CONTRACTOR SITE
Project Manager I	\$142.00
Project Manager III	\$163.20
Project Manager VII	\$142.42
Security Analyst I	\$73.36
Security Analyst II	\$92.14
Security Analyst III	\$90.78
Security Analyst IV	\$123.15
Security Analyst V	\$105.19
Software Engineer III	\$112.19
Software Engineer V	\$162.23
Subject Matter Expert I	\$117.27
Subject Matter Expert III	\$123.51
Subject Matter Expert V	\$210.11
Systems Administrator III	\$76.33
Systems Architect I	\$77.69
Systems Architect III	\$117.76
Systems Architect V	\$162.06
Task Manager I	\$107.50
Task Manager III	\$127.37
Technical Analyst III	\$51.40
User/Technical Support Manager V	\$123.68

8 TERMS AND CONDITIONS APPLICABLE TO ANCILLARY SUPPLIES AND/OR SERVICES (SIN 132-100)

Non-professional labor categories must be incidental to, and used solely to support professional services, and cannot be offered or purchased separately. Further, non-professional labor categories shall be offered under SIN 132-100 only and must be offered in conjunction with professional service SINS.

The Service Contract Labor Standards (SCLS) may be applicable to services offered under SIN 132 100. The following language shall be included at the end or beginning of each detailed position description. "Non-professional labor categories must be incidental to, and used solely to support professional services, and cannot be purchased separately."

Ancillary supplies and/or services are support supplies and services which are not within the scope of any other SIN under schedule 70.

9 DESCRIPTIONS OF ANCILLARY SUPPLIES AND/OR SERVICES (SIN 132-100)

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Business Analyst I	Assists in business analysis tasks such as performance measurement, risk management implementation, business process and capital planning analytical support, etc. May be responsible for preparing project deliverables for internal review. Non-professional labor categories must be incidental to, and used solely to support professional services, and cannot be purchased separately.	Bachelor's Degree	4

Qualification Equivalency – For equivalency, one year of experience equals one year of education.

10 PRICING OF ANCILLARY SUPPLIES AND/OR SERVICES (SIN 132-100)

LABOR CATEGORY & LEVEL	GSA PRICE – ORDERING ACTIVITY AND CONTRACTOR SITE
Business Analyst I	\$82.32

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