



Contract Holder

General Services Administration Authorized

Multiple Award Schedule Price List

(Previously Called: Federal Supply Information Technology Schedule 70)

FSC/PSC Class 0000, D302, D399, and D305

Contract Number: 47QTCA20D005E

Pricelist current through Modification PO-0011 effective Dated January 31, 2025

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, 2030

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 GSA Advantage!® is: GSAAdvantage.gov.

Steampunk, INC.
1753 PINNACLE DR STE 900
MC LEAN, VA 22102-3844

www.steampunk.com

GSA eLibrary Socio-Economic: Other than Small

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1 CUSTOMER INFORMATION

1.1 GENERAL INFORMATION:

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

- SIN 54151HACS - Highly Adaptive Cybersecurity Services (HACS) including Subcategories: High Value Asset (HVA) Assessments, Risk and Vulnerability Assessments (RVA), Cyber Hunt, Incident Response, and Penetration Testing (formerly SIN 132-45: Highly Adaptive Cybersecurity Services.) - Item Descriptions and Rates can be found in Sections 3 and 4.
- SIN 54151S – Information Technology Professional Services (formerly SIN 132-51: IT Professional Services) – Item Descriptions and Rates can be found in Sections 6 and 7.
- SIN 518210C – Cloud and Cloud Related IT Professional Services (formerly SIN 132-40) – Item Descriptions and Rates can be found in Sections 9 and 10.
- SIN ANCILLARY - Ancillary Supplies and Services (formerly SIN 132-100: Ancillary Supplies and/or Services) – Item Descriptions and Rates can be found in Sections 12 and 13.
- SIN OLM - Order-Level Materials (formerly SIN 70-500: Order-Level Materials) Item Descriptions can be found in Section 14.

Lowest Priced Model Number and Lowest Priced Unit: This is not applicable; Steampunk is selling labor categories on this schedule.

A description of all corresponding commercial job titles, experience, functional responsibility, and education for each labor category: Please see sections 3, 6, 9, and 12 for this information.

1.2 MAXIMUM ORDER

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

The Maximum Order value for SINs 54151HACS, SIN 54151S, and SIN 518210C is \$500,000. The Maximum Order value for SIN ANCILLARY and for SIN OLM is \$250,000.

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:

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

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.

Expedited Delivery: As negotiated on the order level.

Overnight and 2-Day Delivery: As negotiated on the order level

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 order(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):

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

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:

Ordering Address:

Steampunk, Inc.

1753 PINNACLE DR STE 900

MC LEAN, VA 22102-3844

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:

Payment Address:

Steampunk, Inc.

1753 PINNACLE DR STE 900

MC LEAN, VA 22102-3844

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, 11, and 14 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 Unique Entity Identifier (UEI) Number and DUNS NUMBER:

The Steampunk UEI is LJZTDJWPG431 and 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 54151HACS (FORMERLY SIN 132-45)

2.1 Scope

54151HACS includes a wide range of fields such as, the seven-step Risk Management Framework services, information assurance, virus detection, network management, situational awareness and incident response, secure web hosting, and backup, security services and, Security Operations Center (SOC) services. HACS vendors are cataloged under the five subcategories of High Value Asset Assessments: Risk and Vulnerability Assessments, Cyber Hunt, Incident Response, and Penetration Testing.

This SIN includes proactive and reactive cybersecurity services that improve customer enterprise-level security posture. Services 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. It 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 (ISCM), which evaluate organization wide ISCM implementations, and also Federal Incident Response Evaluations (FIREs), which assess an organization's incident management functions. It 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.

SIN 54151HACS contain the following subcategories:

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 the following security areas: perimeter security, network security, endpoint security, application security, physical security, and data security, among others.
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.
3. **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.
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.

5. **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.

NOTE: Subject to Cooperative Purchasing

Services offered on SIN 54151HACS shall 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.

2.2 Instructions

Only IT Professional Services or Labor Categories shall be offered.

Resumes shall be provided to the GSA contracting officer or the user ordering activity upon request.

The Contractor shall provide a description of each type of IT Professional Service or Labor Category offered, and it should be presented in the same manner as the Contractor sells to its commercial and other ordering activity customers. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles (labor categories) for those individuals who will perform the service should be provided.

Pricing for each type of IT Professional Service or Labor Category shall be in accordance with customary commercial practices, e.g., hourly rates, monthly rates, term rates, and/or fixed prices, minimum general experience and minimum education.

Pricing of services shall be offered at the Contractor's facility and/or at the ordering activity location in accordance with customary commercial practices.

2.3 Additional Terms and Conditions

2.3.1 Organizational Conflicts of Interest

a) 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" refer 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.

b) 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

2.3.2 Services Performed

a) All 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.

b) The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.

c) The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.

2.3.3 Travel.

Any Contractor travel required in the performance of services must comply with the Pub. L. 99-234 and FAR Part 31.205-46, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel.

2.3.4 Warranty

a) Unless otherwise specified in this contract, the Contractor's standard commercial warranty as stated in the contract's commercial pricelist will apply to this contract.

b) The Contractor's commercial guarantee/warranty shall be included in the Commercial Supplier Agreement to include Enterprise User License Agreements or Terms of Service (TOS) agreements, if applicable.

c) Except as otherwise provided by an express or implied warranty, the Contractor will not be liable to the ordering activity for consequential damages resulting from any defect or deficiencies in accepted items.

2.3.5 FAR Clauses

- 52.222-46 EVALUATION OF COMPENSATION FOR PROFESSIONAL EMPLOYEES (FEB 1993)
- 52.222-48 EXEMPTION FROM APPLICATION OF THE SERVICE CONTRACT LABOR STANDARDS TO CONTRACTS FOR MAINTENANCE, CALIBRATION, OR REPAIR OF CERTAIN EQUIPMENT CERTIFICATION (MAY 2014)
- 52.223-19 COMPLIANCE WITH ENVIRONMENTAL MANAGEMENT SYSTEMS (MAY 2011)
- 52.223-2 AFFIRMATIVE PROCUREMENT OF BIOBASED PRODUCTS UNDER SERVICE AND CONSTRUCTION CONTRACTS (SEP 2013)
- 52.229-1 STATE AND LOCAL TAXES (APR 1984)
- 52.222-62 PAID SICK LEAVE UNDER EXECUTIVE ORDER 13706 (JAN 2017)
- 52.223-13 ACQUISITION OF EPEAT - REGISTERED IMAGING EQUIPMENT (JUN 2014)
- 52.223-14 ACQUISITION OF EPEAT® - REGISTERED TELEVISIONS (JUN 2014)

- 52.223-16 ACQUISITION OF EPEAT® - REGISTERED PERSONAL COMPUTER PRODUCTS (OCT 2015)
- 552.238-115 SPECIAL ORDERING PROCEDURES FOR THE ACQUISITION OF ORDER-LEVEL MATERIALS (MAY 2019)
- 552.238-107 TRAFFIC RELEASE (SUPPLIES) (MAY 2019)
- 552.238-73 IDENTIFICATION OF ELECTRONIC OFFICE EQUIPMENT PROVIDING ACCESSIBILITY FOR THE HANDICAPPED (MAY 2019)
- 552.238-86 DELIVERY SCHEDULE (MAY 2019)
- 552.238-89 DELIVERIES TO THE U.S. POSTAL SERVICE (MAY 2019)
- 552.238-90 CHARACTERISTICS OF ELECTRIC CURRENT (MAY 2019)
- 552.238-91 MARKING AND DOCUMENTATION REQUIREMENTS FOR SHIPPING (MAY 2019)
- 552.238-92 VENDOR MANAGED INVENTORY (VMI) PROGRAM (MAY 2019)
- 552.238-93 ORDER ACKNOWLEDGMENT (MAY 2019)
- 552.238-94 ACCELERATED DELIVERY REQUIREMENTS (MAY 2019)

3 DESCRIPTION OF HIGHLY ADAPTIVE CYBERSECURITY SERVICES - SIN 54151HACS (FORMERLY SIN 132-45)

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Cybersecurity Agile Systems Analyst I	Supports technology-based cybersecurity projects using Agile methodologies by collaborating with developers and customers on a frequent basis. 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 related to cybersecurity.	Bachelor's Degree	0
Cybersecurity Agile Systems Analyst II	Supports technology-based cybersecurity projects using Agile methodologies by collaborating with developers and customers on a frequent basis. 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 related to cybersecurity.	Bachelor's Degree	2
Cybersecurity Agile Systems Analyst III	Supports technology-based cybersecurity projects using Agile methodologies by collaborating with developers and customers on a frequent basis. 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 related to cybersecurity.	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 advice and specialized skills in order to create value, maximize growth or improve performance, resiliency and protection against cybersecurity related threats, vulnerabilities, and other cybersecurity related remediation activities. 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
Cybersecurity Consultant III	Provides objective advice and specialized skills in order to create value, maximize growth or improve performance, resiliency and protection against cybersecurity related threats, vulnerabilities, and other cybersecurity related remediation activities. 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
Cybersecurity Consultant IV	Provides objective advice and specialized skills in order to create value, maximize growth or improve performance, resiliency and protection against cybersecurity related threats, vulnerabilities, and other cybersecurity related remediation activities. 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	8
Cybersecurity Consultant V	Provides objective advice and specialized skills in order to create value, maximize growth or improve performance, resiliency and protection against cybersecurity related threats, vulnerabilities, and other cybersecurity related remediation activities. 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	10
Cybersecurity Consultant VII	Provides objective advice and specialized skills in order to create value, maximize growth or improve performance, resiliency and protection against cybersecurity related threats, vulnerabilities, and other cybersecurity related remediation activities. 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	18
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

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
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
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 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 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
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

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
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 services. Provide information systems support including desktop PC and software issue resolution. Provides task direction to team members.	Bachelor's Degree	10

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
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 I	Supports the Cybersecurity Platform Consultant to act as technical liaison for our customers as well as internal functional teams. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business and cybersecurity requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement, and updating and maintaining the product.	Bachelor's Degree	0
Cybersecurity Platform Analyst II	Supports the Cybersecurity Platform Consultant to act as technical liaison for our customers as well as internal functional teams. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business and cybersecurity requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement, and updating and maintaining the product.	Bachelor's Degree	1
Cybersecurity Platform Analyst III	Supports the Cybersecurity Platform Consultant to act as technical liaison for our customers as well as internal functional teams. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business and cybersecurity requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement, and updating and maintaining the product.	Bachelor's Degree	2
Cybersecurity Platform Analyst IV	Supports the Cybersecurity Platform Consultant to act as technical liaison for our customers as well as internal functional teams. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business and cybersecurity requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement, and updating and maintaining the product.	Bachelor's Degree	3
Cybersecurity Platform Consultant I	Act as technical cybersecurity liaison for our customers as well as internal functional teams for various platforms that are hosted on-premises, in a remote data center, or in the cloud. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business and cybersecurity requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement, and updating and maintaining the product. These activities will typically involve compliance with NIST, including but not limited to NIST 800-53 and 800-171 and may contribute to a FedRAMP certification, Authority to Operate (ATO), and vulnerability assessment. Certification Requirement: Maintain a certification relevant to the product being deployed and/or maintained.	Bachelor's Degree	0

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Cybersecurity Platform Consultant II	<p>Act as technical cybersecurity liaison for our customers as well as internal functional teams for various platforms that are hosted on-premises, in a remote data center, or in the cloud. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business and cybersecurity requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement, and updating and maintaining the product. These activities will typically involve compliance with NIST, including but not limited to NIST 800-53 and 800-171 and may contribute to a FedRAMP certification, Authority to Operate (ATO), and vulnerability assessment.</p> <p>Certification Requirement: Maintain a certification relevant to the product being deployed and/or maintained.</p>	Bachelor's Degree	1
Cybersecurity Platform Consultant III	<p>Act as technical cybersecurity liaison for our customers as well as internal functional teams for various platforms that are hosted on-premises, in a remote data center, or in the cloud. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business and cybersecurity requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement, and updating and maintaining the product. These activities will typically involve compliance with NIST, including but not limited to NIST 800-53 and 800-171 and may contribute to a FedRAMP certification, Authority to Operate (ATO), and vulnerability assessment.</p> <p>Certification Requirement: Maintain a certification relevant to the product being deployed and/or maintained.</p>	Bachelor's Degree	2
Cybersecurity Platform Consultant IV	<p>Act as technical cybersecurity liaison for our customers as well as internal functional teams for various platforms that are hosted on-premises, in a remote data center, or in the cloud. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business and cybersecurity requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement, and updating and maintaining the product. These activities will typically involve compliance with NIST, including but not limited to NIST 800-53 and 800-171 and may contribute to a FedRAMP certification, Authority to Operate (ATO), and vulnerability assessment.</p> <p>Certification Requirement: Maintain a certification relevant to the product being deployed and/or maintained.</p>	Bachelor's Degree	3
Cybersecurity Platform Consultant V	<p>Act as technical cybersecurity liaison for our customers as well as internal functional teams for various platforms that are hosted on-premises, in a remote data center, or in the cloud. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business and cybersecurity requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement, and updating and maintaining the product. These activities will typically involve compliance with NIST, including but not limited to NIST 800-53 and 800-171 and may contribute to a FedRAMP certification, Authority to Operate (ATO), and vulnerability assessment.</p> <p>Certification Requirement: Maintain a certification relevant to the product being deployed and/or maintained.</p>	Bachelor's Degree	5

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Cybersecurity Platform Consultant VI	<p>Act as technical cybersecurity liaison for our customers as well as internal functional teams for various platforms that are hosted on-premises, in a remote data center, or in the cloud. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business and cybersecurity requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement, and updating and maintaining the product. These activities will typically involve compliance with NIST, including but not limited to NIST 800-53 and 800-171 and may contribute to a FedRAMP certification, Authority to Operate (ATO), and vulnerability assessment.</p> <p>Certification Requirement: Maintain a certification relevant to the product being deployed and/or maintained.</p>	Bachelor's Degree	7
Cybersecurity Platform Consultant VII	<p>Act as technical cybersecurity liaison for our customers as well as internal functional teams for various platforms that are hosted on-premises, in a remote data center, or in the cloud. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business and cybersecurity requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement, and updating and maintaining the product. These activities will typically involve compliance with NIST, including but not limited to NIST 800-53 and 800-171 and may contribute to a FedRAMP certification, Authority to Operate (ATO), and vulnerability assessment.</p> <p>Certification Requirement: Maintain a certification relevant to the product being deployed and/or maintained.</p>	Bachelor's Degree	8
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. Monitors program/project to ensure work scope, schedule, and budget are well defined and maintained. Total value of programs/projects is generally less than \$1 million (life of contracts).	Bachelor's Degree	3
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 well defined and maintained. Total value of programs/projects is generally less than \$2 million (life of contracts).	Bachelor's Degree	7

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
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 well 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 I II	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

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Cybersecurity Test Engineer II	Work with software developers and program managers to identify and fix issues within the cybersecurity product and improve the quality of the finished product. May fully test the product or system to validate the system functions as designed. Activities may include testing the product/system, identification of test cases, version management, creation of test environments, designing test plans, developing test cases/scenarios/usage cases, and executing these cases, providing feedback on usability and serviceability.	Bachelor's Degree	2
Cybersecurity Test Engineer IV	Work with software developers and program managers to identify and fix issues within the cybersecurity product and improve the quality of the finished product. May fully test the product or system to validate the system functions as designed. Activities may include testing the product/system, identification of test cases, version management, creation of test environments, designing test plans, developing test cases/scenarios/usage cases, and executing these cases, providing feedback on usability and serviceability.	Bachelor's Degree	8
Cybersecurity User Experience / User Interface (UX/UI) Designer II	Collaborate with product management and engineering to define and implement innovative solutions for the cybersecurity product direction, visuals, and experience with the goal of bringing simplicity and user friendliness to complex design roadblocks. This individual may participate in all phases of development from definition and design through implementation, including user Interface design and development. This individual may also translate high-level requirements into interaction flows and artifacts, conduct user research and evaluate user feedback, and establish and promote design guidelines. May have proficiency in visual design and wire-framing tools, as well as experience in creating storyboards, user flows, process flows and site maps.	Bachelor's Degree	2
Cybersecurity User Experience / User Interface (UX/UI) Designer III	Collaborate with product management and engineering to define and implement innovative solutions for the cybersecurity product direction, visuals, and experience with the goal of bringing simplicity and user friendliness to complex design roadblocks. This individual may participate in all phases of development from definition and design through implementation, including user Interface design and development. This individual may also translate high-level requirements into interaction flows and artifacts, conduct user research and evaluate user feedback, and establish and promote design guidelines. May have proficiency in visual design and wire-framing tools, as well as experience in creating storyboards, user flows, process flows and site maps.	Bachelor's Degree	5

Qualification Equivalency:

One year of experience equals one year of education.

One year of education equals one year of experience.

4 PRICING OF HIGHLY ADAPTIVE CYBERSECURITY SERVICES - SIN 54151HACS (FORMERLY SIN 132-45)

LABOR CATEGORY & LEVEL	GSA PRICE – ORDERING ACTIVITY AND CONTRACTOR SITE
Cybersecurity Agile Systems Analyst I	\$88.59
Cybersecurity Agile Systems Analyst II	\$103.34
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 Consultant IV	\$173.25
Cybersecurity Consultant V	\$226.54
Cybersecurity Consultant VII	\$290.14
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 Engineer I	\$62.00
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	\$89.56
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 I	\$90.42
Cybersecurity Platform Analyst II	\$93.82
Cybersecurity Platform Analyst III	\$101.64
Cybersecurity Platform Analyst IV	\$131.13

LABOR CATEGORY & LEVEL	GSA PRICE – ORDERING ACTIVITY AND CONTRACTOR SITE
Cybersecurity Platform Consultant I	\$118.34
Cybersecurity Platform Consultant II	\$142.15
Cybersecurity Platform Consultant III	\$145.51
Cybersecurity Platform Consultant IV	\$153.15
Cybersecurity Platform Consultant V	\$178.99
Cybersecurity Platform Consultant VI	\$202.47
Cybersecurity Platform Consultant VII	\$220.56
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
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
Cybersecurity Test Engineer II	\$111.40
Cybersecurity Test Engineer IV	\$164.16
Cybersecurity User Experience/User Interface (UX/UI) Designer II	\$117.66
Cybersecurity User Experience/User Interface (UX/UI) Designer III	\$143.29

5 TERMS AND CONDITIONS APPLICABLE TO INFORMATION TECHNOLOGY PROFESSIONAL SERVICES – SIN 54151S (FORMERLY SIN 132-51)

5.1 Scope

The prices, terms and conditions stated under Special Item Number 54151S IT Professional Services and/or Labor Categories apply for database planning and design; systems analysis, integration, and design; programming, conversion, and implementation support; network services, data/records management, and testing.

NOTE: Subject to Cooperative Purchasing

5.2 Instructions

Only IT Professional Services or Labor Categories shall be offered.

Resumes shall be provided to the GSA contracting officer or the user ordering activity upon request.

The Contractor shall provide a description of each type of IT Professional Service or Labor Category offered, and it should be presented in the same manner as the Contractor sells to its commercial and other ordering activity customers. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles (labor categories) for those individuals who will perform the service should be provided.

Pricing for each type of IT Professional Service or Labor Category shall be in accordance with customary commercial practices, e.g., hourly rates, monthly rates, term rates, and/or fixed prices, minimum general experience and minimum education.

Pricing of services shall be offered at the Contractor's facility and/or at the ordering activity location in accordance with customary commercial practices.

5.3 Additional Terms and Conditions

5.3.1 Organizational Conflicts Of Interest

a) 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" refer 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.

b) 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

5.3.2 Services Performed

a) All 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.

b) The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.

c) The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.

5.3.3 Travel.

Any Contractor travel required in the performance of services must comply with the Pub. L. 99-234 and FAR Part 31.205-46, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel.

5.3.4 Warranty

a) Unless otherwise specified in this contract, the Contractor's standard commercial warranty as stated in the contract's commercial pricelist will apply to this contract.

b) The Contractor's commercial guarantee/warranty shall be included in the Commercial Supplier Agreement to include Enterprise User License Agreements or Terms of Service (TOS) agreements, if applicable.

c) Except as otherwise provided by an express or implied warranty, the Contractor will not be liable to the ordering activity for consequential damages resulting from any defect or deficiencies in accepted items.

5.3.5 FAR Clauses

- 52.222-46 EVALUATION OF COMPENSATION FOR PROFESSIONAL EMPLOYEES (FEB 1993)
- 52.222-48 EXEMPTION FROM APPLICATION OF THE SERVICE CONTRACT LABOR STANDARDS TO CONTRACTS FOR MAINTENANCE, CALIBRATION, OR REPAIR OF CERTAIN EQUIPMENT CERTIFICATION (MAY 2014)
- 52.223-19 COMPLIANCE WITH ENVIRONMENTAL MANAGEMENT SYSTEMS (MAY 2011)
- 52.223-2 AFFIRMATIVE PROCUREMENT OF BIOBASED PRODUCTS UNDER SERVICE AND CONSTRUCTION CONTRACTS (SEP 2013)
- 52.229-1 STATE AND LOCAL TAXES (APR 1984)
- 52.222-62 PAID SICK LEAVE UNDER EXECUTIVE ORDER 13706 (JAN 2017)
- 52.223-13 ACQUISITION OF EPEAT - REGISTERED IMAGING EQUIPMENT (JUN 2014)
- 52.223-14 ACQUISITION OF EPEAT® - REGISTERED TELEVISIONS (JUN 2014)
- 52.223-16 ACQUISITION OF EPEAT® - REGISTERED PERSONAL COMPUTER PRODUCTS (OCT 2015)
- 552.238-115 SPECIAL ORDERING PROCEDURES FOR THE ACQUISITION OF ORDER-LEVEL MATERIALS (MAY 2019)
- 552.238-107 TRAFFIC RELEASE (SUPPLIES) (MAY 2019)
- 552.238-73 IDENTIFICATION OF ELECTRONIC OFFICE EQUIPMENT PROVIDING ACCESSIBILITY FOR THE HANDICAPPED (MAY 2019)
- 552.238-86 DELIVERY SCHEDULE (MAY 2019)
- 552.238-89 DELIVERIES TO THE U.S. POSTAL SERVICE (MAY 2019)
- 552.238-90 CHARACTERISTICS OF ELECTRIC CURRENT (MAY 2019)
- 552.238-91 MARKING AND DOCUMENTATION REQUIREMENTS FOR SHIPPING (MAY 2019)
- 552.238-92 VENDOR MANAGED INVENTORY (VMI) PROGRAM (MAY 2019)
- 552.238-93 ORDER ACKNOWLEDGMENT (MAY 2019)
- 552.238-94 ACCELERATED DELIVERY REQUIREMENTS (MAY 2019)

6 DESCRIPTIONS OF INFORMATION TECHNOLOGY PROFESSIONAL SERVICES - SIN 54151S (FORMERLY SIN 132-51)

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Agile Systems Analyst I	Supports technology-based projects using Agile methodologies by collaborating with developers and customers on a frequent basis. 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	0
Agile Systems Analyst II	Supports technology-based projects using Agile methodologies by collaborating with developers and customers on a frequent basis. 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	2
Agile Systems Analyst III	Supports technology-based projects using Agile methodologies by collaborating with developers and customers on a frequent basis. 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

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
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 performance of the solutions implemented by customers. 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
Consultant III	Provides objective advice and specialized skills in order to create value, maximize growth or improve performance of the solutions implemented by customers. 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
Consultant IV	Provides objective advice and specialized skills in order to create value, maximize growth or improve performance of the solutions implemented by customers. 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	8
Consultant V	Provides objective advice and specialized skills in order to create value, maximize growth or improve performance of the solutions implemented by customers. 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	10
Consultant VII	Provides objective advice and specialized skills in order to create value, maximize growth or improve performance of the solutions implemented by customers. 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	18
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

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
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 hardware and software, and subcontractor services. May provide task direction to team members.	Bachelor's Degree	8
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

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
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 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

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Information Security Engineer I	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.	Bachelor's Degree	6
Information Security Engineer III	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.	Bachelor's Degree	8
Information Security Engineer V	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.	Bachelor's Degree	10
Information Security Management Specialist I	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.	Bachelor's Degree	3
Information Security Management Specialist III	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.	Bachelor's Degree	6
Information Security Management Specialist IV	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.	Bachelor's Degree	8
Information Security Management Specialist V	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.	Bachelor's Degree	10
Information Systems Engineer I	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.	Bachelor's Degree	4

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Information Systems Engineer III	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
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 I	Supports the Platform Consultant to act as technical liaison for our customers as well as internal functional teams. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement, and updating and maintaining the product.	Bachelor's Degree	0
Platform Analyst II	Supports the Platform Consultant to act as technical liaison for our customers as well as internal functional teams. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement, and updating and maintaining the product.	Bachelor's Degree	1
Platform Analyst III	Supports the Platform Consultant to act as technical liaison for our customers as well as internal functional teams. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement, and updating and maintaining the product.	Bachelor's Degree	2

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Platform Analyst IV	Supports the Platform Consultant to act as technical liaison for our customers as well as internal functional teams. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement, and updating and maintaining the product.	Bachelor's Degree	3
Platform Consultant I	Act as technical liaison for our customers as well as internal functional teams for various platforms that are hosted on-premises, in a remote data center, or in the cloud. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement, and updating and maintaining the product. Certification Requirement: Maintain a certification relevant to the product being deployed and/or maintained.	Bachelor's Degree	0
Platform Consultant II	Act as technical liaison for our customers as well as internal functional teams for various platforms that are hosted on-premises, in a remote data center, or in the cloud. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement, and updating and maintaining the product. Certification Requirement: Maintain a certification relevant to the product being deployed and/or maintained.	Bachelor's Degree	1
Platform Consultant III	Act as technical liaison for our customers as well as internal functional teams for various platforms that are hosted on-premises, in a remote data center, or in the cloud. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement, and updating and maintaining the product. Certification Requirement: Maintain a certification relevant to the product being deployed and/or maintained.	Bachelor's Degree	2
Platform Consultant IV	Act as technical liaison for our customers as well as internal functional teams for various platforms that are hosted on-premises, in a remote data center, or in the cloud. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement, and updating and maintaining the product. Certification Requirement: Maintain a certification relevant to the product being deployed and/or maintained.	Bachelor's Degree	3
Platform Consultant V	Act as technical liaison for our customers as well as internal functional teams for various platforms that are hosted on-premises, in a remote data center, or in the cloud. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement, and updating and maintaining the product. Certification Requirement: Maintain a certification relevant to the product being deployed and/or maintained.	Bachelor's Degree	5

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Platform Consultant VI	Act as technical liaison for our customers as well as internal functional teams for various platforms that are hosted on-premises, in a remote data center, or in the cloud. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement, and updating and maintaining the product. Certification Requirement: Maintain a certification relevant to the product being deployed and/or maintained.	Bachelor's Degree	7
Platform Consultant VII	Act as technical liaison for our customers as well as internal functional teams for various platforms that are hosted on-premises, in a remote data center, or in the cloud. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement, and updating and maintaining the product. Certification Requirement: Maintain a certification relevant to the product being deployed and/or maintained.	Bachelor's Degree	8
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 concepts and process audits, IT program planning and development, and automated CM support tool.	Bachelor's Degree	8
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 well 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 well defined and maintained. Total value of programs/projects is generally less than \$2 million (life of contracts).	Bachelor's Degree	7

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
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 well 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 diagrams, and other design techniques. Interprets software requirements and design specifications and integrates and tests software components.	Bachelor's Degree	7
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

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
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
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
Test Engineer II	Work with software developers and program managers to identify and fix issues within the product and improve the quality of the finished product. May fully test the product or system to validate that the system functions as designed. Activities may include testing the product/system, identification of test cases, version management, creation of test environments, designing test plans, developing test cases/scenarios/usage cases, and executing these cases, providing feedback on usability and serviceability.	Bachelor's Degree	2

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Test Engineer IV	Work with software developers and program managers to identify and fix issues within the product and improve the quality of the finished product. May fully test the product or system to validate that the system functions as designed. Activities may include testing the product/system, identification of test cases, version management, creation of test environments, designing test plans, developing test cases/scenarios/usage cases, and executing these cases, providing feedback on usability and serviceability.	Bachelor's Degree	8
User Experience/Us-er Interface (UX/UI) Designer II	Collaborate with product management and engineering to define and implement innovative solutions for the product direction, visuals, and experience with the goal of bringing simplicity and user friendliness to complex design roadblocks. This individual may participate in all phases of development from definition and design through implementation, including user Interface design and development. This individual may also translate high-level requirements into interaction flows and artifacts, conduct user research and evaluate user feedback, and establish and promote design guidelines. May have proficiency in visual design and wire-framing tools, as well as experience in creating storyboards, user flows, process flows and site maps.	Bachelor's Degree	2
User Experience/Us-er Interface (UX/UI) Designer III	Collaborate with product management and engineering to define and implement innovative solutions for the product direction, visuals, and experience with the goal of bringing simplicity and user friendliness to complex design roadblocks. This individual may participate in all phases of development from definition and design through implementation, including user Interface design and development. This individual may also translate high-level requirements into interaction flows and artifacts, conduct user research and evaluate user feedback, and establish and promote design guidelines. May have proficiency in visual design and wire-framing tools, as well as experience in creating storyboards, user flows, process flows and site maps.	Bachelor's Degree	5
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:

One year of experience equals one year of education.

One year of education equals one year of experience.

7 PRICING OF INFORMATION TECHNOLOGY PROFESSIONAL SERVICES - SIN 54151S (FORMERLY SIN 132-51)

LABOR CATEGORY & LEVEL	GSA PRICE – ORDERING ACTIVITY AND CONTRACTOR SITE
Agile Systems Analyst I	\$88.59
Agile Systems Analyst II	\$103.34
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
Consultant IV	\$167.78
Consultant V	\$219.39
Consultant VII	\$280.98
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	\$89.56
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 I	\$90.42

LABOR CATEGORY & LEVEL	GSA PRICE – ORDERING ACTIVITY AND CONTRACTOR SITE
Platform Analyst II	\$93.82
Platform Analyst III	\$101.64
Platform Analyst IV	\$131.13
Platform Consultant I	\$118.34
Platform Consultant II	\$142.15
Platform Consultant III	\$145.51
Platform Consultant IV	\$153.15
Platform Consultant V	\$178.99
Platform Consultant VI	\$202.47
Platform Consultant VII	\$220.56
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
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
Test Engineer II	\$102.02
Test Engineer IV	\$150.34
User Experience/User Interface (UX/UI) Designer II	\$117.66
User Experience/User Interface (UX/UI) Designer III	\$143.29
User/Technical Support Manager V	\$123.68

8 TERMS AND CONDITIONS APPLICABLE TO CLOUD AND CLOUD RELATED IT PROFESSIONAL SERVICES SIN 518210C (FORMERLY SIN 132-40)

8.1 Scope

518210C includes commercially available cloud computing services such as Infrastructure as a Service (IaaS), Platform as a Service (PaaS), and Software as a Service (SaaS) and emerging cloud computing services. IT professional services that are focused on providing the types of services that support the Government's adoption of migration to, or governance/management of cloud computing. Specific cloud related IT professional labor categories and/or fixed-price professional services solutions (e.g., migration services) that support activities associated with assessing cloud solutions, refactoring workloads for cloud solutions, migrating legacy or other systems to cloud solutions, providing management/governance of cloud solutions, DevOps, developing cloud native applications, or other cloud-oriented activities are within scope of this SIN.

NOTE: Subject to Cooperative Purchasing

This SIN provides access to cloud (e.g., IaaS, PaaS, SaaS) computing services across public, community, and hybrid deployment models. Cloud computing services shall comply with National Institute of Standards and Technology (NIST) Definition of Cloud Computing Essential Characteristics (NIST SP 800-145). Cloud computing that does not meet all NIST essential characteristics are outside the scope of this SIN and shall be assigned to other SINs, where applicable.

Cloud related IT professional labor categories are within scope of this SIN. Cloud related IT professional labor categories are not subject to adherence to the NIST definition of cloud computing; therefore, no technical response is required for a labor proposal. Non-professional labor categories subject to Service Contract Labor Standards (SCLS) (e.g., IT help desk support) that are incidental to and used solely to support specific Cloud related IT professional labor categories and/or fixed-price professional services solutions must be offered under a different SIN that specifically covers the proposed services.

Ancillary products and services are not within scope of this SIN. Any items that are not within the scope of this SIN must be offered under a SIN that specifically covers the proposed services.

The following are out of scope for this SIN: cloud "token," "gift card," "credit," or other similar types of prepaid offerings:

1. Cloud computing services (e.g., IaaS, PaaS, SaaS) are sometimes offered commercially as a cloud "token," "gift card," "credit," or require purchase of a prepaid offering; these are out of scope for this SIN. The pricing model for these items do not accurately represent the stock-keeping units (SKU) that are awarded at the task-order level. Therefore, non-submission of pricing of underlying IaaS, PaaS, SaaS SKUs is not allowed.
2. Credits for cloud computing services (e.g., IaaS, PaaS, SaaS) that are paid for in advance and spent or used at a later time are commonly termed commercially as a cloud "token," "gift card," or "credit", and are out of scope for SIN 518210C. Cloud computing services (e.g., IaaS, PaaS, SaaS) must be paid for in arrears in accordance with 31 U.S.C. 3324.
3. Also out of scope is any payment for cloud computing services which carry a risk to the Government of a "use or lose" situation where a Government cloud account may forfeit unexpended credits/deposits towards future cloud computing services charges at the end of a vendor-defined period (e.g., 1, 2 or 3 years). Therefore, pre-payment of products or services prior to delivery of SKUs is not allowed. Payment for these SKUs must be in arrears.

Physical hardware, non-cloud software per the NIST definition, and other artifacts acquired to support the physical construction of a private or other cloud are not within the scope of this SIN.

8.2 Instructions

Only IT Professional Services or Labor Categories shall be offered.

Resumes shall be provided to the GSA contracting officer or the user ordering activity upon request.

The Contractor shall provide a description of each type of IT Professional Service or Labor Category offered, and it should be presented in the same manner as the Contractor sells to its commercial and other ordering activity

customers. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles (labor categories) for those individuals who will perform the service should be provided.

Pricing for each type of IT Professional Service or Labor Category shall be in accordance with customary commercial practices, e.g., hourly rates, monthly rates, term rates, and/or fixed prices, minimum general experience and minimum education.

Pricing of services shall be offered at the Contractor's facility and/or at the ordering activity location in accordance with customary commercial practices.

Acceptance Testing: Acceptance testing shall be performed for ordering activity approval in accordance with the approved test procedures.

Training: If training is provided in accordance with standard commercial practices, the offeror shall provide normal commercial installation, operation, maintenance, and engineering interface training on the system. I

Information Assurance/Security Requirements: Offerors shall meet information assurance/security requirements in accordance with the Ordering Activity requirements.

Reporting: Offerors shall provide to the ordering activity any general reporting capabilities available to verify performance, cost and availability. In accordance with commercial standard practice, the offeror may furnish the ordering activity with a monthly summary report.

Cloud-type IT Professional Services can stay on SIN 54151S - Information Technology Professional Services. The Cloud IT professional services on this SIN will be Cloud specific titles and descriptions.

Sub-categories in scope for this SIN are the three NIST Service Models: Software as a Service (SaaS), Platform as a Service (PaaS), and Infrastructure as a Service (IaaS).

8.3 Additional Terms and Conditions

8.3.1 Organizational Conflicts Of Interest

a) 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" refer 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.

b) 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

8.3.2 Services Performed

a) All 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.

b) The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.

c) The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.

8.3.3 Travel.

Any Contractor travel required in the performance of services must comply with the Pub. L. 99-234 and FAR Part 31.205-46, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel.

8.3.4 Warranty

- a) Unless otherwise specified in this contract, the Contractor's standard commercial warranty as stated in the contract's commercial pricelist will apply to this contract.
- b) The Contractor's commercial guarantee/warranty shall be included in the Commercial Supplier Agreement to include Enterprise User License Agreements or Terms of Service (TOS) agreements, if applicable.
- c) Except as otherwise provided by an express or implied warranty, the Contractor will not be liable to the ordering activity for consequential damages resulting from any defect or deficiencies in accepted items.

8.3.5 FAR Clauses

- 52.222-46 EVALUATION OF COMPENSATION FOR PROFESSIONAL EMPLOYEES (FEB 1993)
- 52.222-48 EXEMPTION FROM APPLICATION OF THE SERVICE CONTRACT LABOR STANDARDS TO CONTRACTS FOR MAINTENANCE, CALIBRATION, OR REPAIR OF CERTAIN EQUIPMENT CERTIFICATION (MAY 2014)
- 52.223-19 COMPLIANCE WITH ENVIRONMENTAL MANAGEMENT SYSTEMS (MAY 2011)
- 52.223-2 AFFIRMATIVE PROCUREMENT OF BIOBASED PRODUCTS UNDER SERVICE AND CONSTRUCTION CONTRACTS (SEP 2013)
- 52.229-1 STATE AND LOCAL TAXES (APR 1984)
- 52.222-62 PAID SICK LEAVE UNDER EXECUTIVE ORDER 13706 (JAN 2017)
- 52.223-13 ACQUISITION OF EPEAT - REGISTERED IMAGING EQUIPMENT (JUN 2014)
- 52.223-14 ACQUISITION OF EPEAT® - REGISTERED TELEVISIONS (JUN 2014)
- 52.223-16 ACQUISITION OF EPEAT® - REGISTERED PERSONAL COMPUTER PRODUCTS (OCT 2015)
- 552.238-115 SPECIAL ORDERING PROCEDURES FOR THE ACQUISITION OF ORDER-LEVEL MATERIALS (MAY 2019)
- 552.238-107 TRAFFIC RELEASE (SUPPLIES) (MAY 2019)
- 552.238-73 IDENTIFICATION OF ELECTRONIC OFFICE EQUIPMENT PROVIDING ACCESSIBILITY FOR THE HANDICAPPED (MAY 2019)
- 552.238-86 DELIVERY SCHEDULE (MAY 2019)
- 552.238-89 DELIVERIES TO THE U.S. POSTAL SERVICE (MAY 2019)
- 552.238-90 CHARACTERISTICS OF ELECTRIC CURRENT (MAY 2019)
- 552.238-91 MARKING AND DOCUMENTATION REQUIREMENTS FOR SHIPPING (MAY 2019)
- 552.238-92 VENDOR MANAGED INVENTORY (VMI) PROGRAM (MAY 2019)
- 552.238-93 ORDER ACKNOWLEDGMENT (MAY 2019)
- 552.238-94 ACCELERATED DELIVERY REQUIREMENTS (MAY 2019)

9 DESCRIPTIONS OF CLOUD AND CLOUD RELATED IT PROFESSIONAL SERVICES SIN 518210C (FORMERLY SIN 132-40)

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Cloud Agile Systems Analyst I	Supports cloud-based projects using Agile methodologies by collaborating with developers and customers on a frequent basis. 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	0
Cloud Agile Systems Analyst II	Supports cloud-based projects using Agile methodologies by collaborating with developers and customers on a frequent basis. 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	2
Cloud Agile Systems Analyst III	Supports cloud-based projects using Agile methodologies by collaborating with developers and customers on a frequent basis. 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
Cloud Application Development Manager I	Oversees software development, application development, or web authoring for cloud projects. Technical manager who provides team leadership and creativity in the development and implementation of development projects for cloud hosted solutions. Sets objectives and priorities for the project staff, assigns and reviews tasks, performance, and identifies staffing requirements.	Bachelor's Degree	2
Cloud Application Development Manager III	Oversees software development, application development, or web authoring for cloud projects. Technical manager who provides team leadership and creativity in the development and implementation of development projects for cloud hosted solutions. Sets objectives and priorities for the project staff, assigns and reviews tasks, performance, and identifies staffing requirements.	Bachelor's Degree	5
Cloud Application Engineer III	Designs, develops, evaluates and modifies systems and systems-oriented products for cloud hosted solutions. Designs and develops software programming for cloud applications. 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
Cloud 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 cloud hosted solutions. 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
Cloud Architect III	Participates in the development of business, information, and strategy requirements for enterprise-wide or large-scale cloud hosted solutions. 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
Cloud Architect V	Establishes business, information, and strategy requirements for enterprise-wide or large-scale cloud hosted solutions. 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
Cloud 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

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Cloud 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 (including cloud computing) 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 for cloud hosted solutions.	Bachelor's Degree	0
Cloud Computing Consultant III	Provides technical support and assistance regarding cloud cluster computing and related cloud computing architectures to include installation, operations, maintenance, documentation, and disaster recovery of integrated systems. Assist with data integration and migration efforts, including mapping schemas, performing RDF translations, and defining domain specific ontologies. Identifies and leverages Cloud best practices using Cloud tools.	Bachelor's Degree	5
Cloud Consultant II	Provides objective advice and specialized skills in order to create value, maximize growth or improve performance regarding the implementation and improvement of IaaS, SaaS, PaaS, and other cloud related solutions. 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
Cloud Consultant III	Provides objective advice and specialized skills in order to create value, maximize growth or improve performance regarding the implementation and improvement of IaaS, SaaS, PaaS, and other cloud related solutions. 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
Cloud Consultant IV	Provides objective advice and specialized skills in order to create value, maximize growth or improve performance regarding the implementation and improvement of IaaS, SaaS, PaaS, and other cloud related solutions. 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	8
Cloud Consultant V	Provides objective advice and specialized skills in order to create value, maximize growth or improve performance regarding the implementation and improvement of IaaS, SaaS, PaaS, and other cloud related solutions. 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	10
Cloud Consultant VII	Provides objective advice and specialized skills in order to create value, maximize growth or improve performance regarding the implementation and improvement of IaaS, SaaS, PaaS, and other cloud related solutions. 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	18

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Cloud Cyber Engineer I	Supports the design, development, configuration, and implementation of complex information security solutions in cloud environments. 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 cloud hosted system architectures.	Bachelor's Degree	0
Cloud Data Architect I	Assists in the systems functional and data requirements analysis, systems analysis and design, program design, and documentation preparation for cloud hosted systems. Supports cloud computing 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
Cloud Data Architect III	Performs systems functional and data requirements analysis, systems analysis and design, program design, and documentation preparation for cloud hosted systems. May manage cloud computing 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
Cloud Data Warehouse Architect III	Plans systems functional and data requirements analysis, systems analysis and design, program design, and documentation preparation projects for cloud hosted systems. Implements and performs systems analysis, design, and programming using data integration and design tools and methods. Works in cloud computing-based environments. Supports database, business intelligence, web and ETL developers.	Bachelor's Degree	7
Cloud Data Warehouse Programmer / Analyst I	Under the supervision of a more senior manager, works with end users to capture decision support and analysis requirements for cloud hosted systems. 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
Cloud Data Warehouse Programmer / Analyst III	Works directly with end users to capture decision support and analysis requirements for cloud hosted systems. 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
Cloud 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 for cloud hosted systems. Maintains database dictionaries and integrates systems through database design.	Bachelor's Degree	10
Cloud Design Network Engineer I	Applies advanced state-of-the-art networking concepts to support cloud hosted solutions. 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 and cloud environments. 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 "as a service" offerings, hardware and software, and subcontractor services.	Bachelor's Degree	3

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Cloud Design Network Engineer III	Applies advanced, state-of-the-art networking concepts to support cloud hosted solutions. 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 and cloud environments. 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 "as a service" offerings, hardware and software, and subcontractor services. May provide task direction to team members.	Bachelor's Degree	8
Cloud Design Network Engineer V	Leads advanced, state-of-the-art networking concepts and the design and development testing that requires application of advanced theory in the development of cloud hosted solutions. Designs, evaluates, implements, and maintains local-, wide-, and metropolitan area networks to operate across all customer platforms and cloud environments. 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 "as a service" offerings, 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
Cloud Design Systems Engineer I	Assists in the development and application of advanced methods, theories, and research techniques in the investigation and solution of complex cloud solution 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
Cloud Design Systems Engineer III	Develops and applies advanced methods, theories, and research techniques in the investigation and solution of complex cloud solution 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
Cloud Design Systems Engineer V	Develops and applies advanced methods, theories, and research techniques in the investigation and solution of extremely complex and difficult cloud solution 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
Cloud 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 for cloud hosted solutions. Performs functional responsibilities in an independent manner.	Bachelor's Degree	2
Cloud 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 for cloud hosted solutions. Performs functional responsibilities and may manage junior specialist.	Bachelor's Degree	5

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Cloud Human Factors Engineer II	Leads and conducts studies in human/machine interaction, equipment/facilities design, environmental design, and human performance assessment in support of cloud hosted solutions. May participate and provide guidance regarding any project that involves human interaction of a cloud hosted solution. 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
Cloud Industry / Functional Area Expert III	Recognized for strong expertise in industry issues and trends in cloud computing. 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
Cloud Industry / Functional Area Expert VI	Recognized for strong expertise in industry issues and trends in cloud computing. 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
Cloud Information Security Engineer I	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.	Bachelor's Degree	6
Cloud Information Security Engineer III	Possesses knowledge and working experience in Certification and Accreditations of cloud hosted IT systems. Possesses thorough knowledge of standard methodologies used in Certification and Accreditation (C&A) processes; extensive experience following NIST, DITSCAP/DIACAP C&A guidelines, and FedRAMP 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
Cloud Information Security Engineer V	Possesses knowledge and working experience in Certification and Accreditations of cloud hosted IT systems. Possesses thorough knowledge of standard methodologies used in Certification and Accreditation (C&A) processes; extensive experience following NIST, DITSCAP/DIACAP C&A, and FedRAMP 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
Cloud Information Security Management Specialist I	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.	Bachelor's Degree	3

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Cloud Information Security Management Specialist III	Performs a variety of comprehensive computing, data communication, information security and/or telecommunications functions, with expertise in cloud computing environments. 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
Cloud Information Security Management Specialist IV	Leads a variety of comprehensive computing, data communication, information security and/or telecommunications functions, with expertise in various diverse cloud computing environments. 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
Cloud Information Security Management Specialist V	Leads a variety of comprehensive computing, data communication, information security and/or telecommunications functions, with expertise in various diverse cloud computing 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
Cloud Information Systems Engineer I	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 cloud hosted solutions.	Bachelor's Degree	4
Cloud Information Systems Engineer III	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 leveraging cloud computing solutions.	Bachelor's Degree	10
Cloud Management Consultant I	Organizational/technical development specialist who performs business improvement and management tasks in support of cloud computing initiatives. May apply strategic and risk planning techniques, experience with business process re-engineering, and technical tools when performing these tasks.	Bachelor's Degree	4
Cloud 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 hosted in cloud environments. 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
Cloud O&M Network Engineer I	Ensures the stability and integrity of in-house voice, data, video, and wireless network services for cloud hosted solutions. 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

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Cloud O&M Network Engineer V	Ensures the stability and integrity of in-house voice, data, video, and wireless network services for cloud hosted solutions. 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
Cloud Platform Analyst I	Supports the Cloud Platform Consultant to act as technical liaison for our customers as well as internal functional teams. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business and cloud environment requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement and updating and maintaining the product.	Bachelor's Degree	0
Cloud Platform Analyst II	Supports the Cloud Platform Consultant to act as technical liaison for our customers as well as internal functional teams. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business and cloud environment requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement and updating and maintaining the product.	Bachelor's Degree	1
Cloud Platform Analyst III	Supports the Cloud Platform Consultant to act as technical liaison for our customers as well as internal functional teams. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business and cloud environment requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement and updating and maintaining the product.	Bachelor's Degree	2
Cloud Platform Analyst IV	Supports the Cloud Platform Consultant to act as technical liaison for our customers as well as internal functional teams. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business requirements and deploy the cloud platform software, creation of test scripts and supporting documentation, implementing best practices and process improvement.	Bachelor's Degree	3
Cloud Platform Consultant I	Act as technical cloud-based liaison for our customers as well as internal functional teams for various platforms that are hosted on-premises, in a remote data center, or in the cloud. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business and cloud environment requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement, and updating and maintaining the product. These activities will typically relate to IaaS, PaaS, and SaaS services and may contribute to a FedRAMP certification. Certification Requirement: Maintain a certification relevant to the product being deployed and/or maintained.	Bachelor's Degree	0
Cloud Platform Consultant II	Act as technical cloud-based liaison for our customers as well as internal functional teams for various platforms that are hosted on-premises, in a remote data center, or in the cloud. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business and cloud environment requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement, and updating and maintaining the product. These activities will typically relate to IaaS, PaaS, and SaaS services and may contribute to a FedRAMP certification. Certification Requirement: Maintain a certification relevant to the product being deployed and/or maintained.	Bachelor's Degree	1

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Cloud Platform Consultant III	<p>Act as technical cloud-based liaison for our customers as well as internal functional teams for various platforms that are hosted on-premises, in a remote data center, or in the cloud. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business and cloud environment requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement, and updating and maintaining the product. These activities will typically relate to IaaS, PaaS, and SaaS services and may contribute to a FedRAMP certification.</p> <p>Certification Requirement: Maintain a certification relevant to the product being deployed and/or maintained.</p>	Bachelor's Degree	2
Cloud Platform Consultant IV	<p>Act as technical cloud-based liaison for our customers as well as internal functional teams for various platforms that are hosted on-premises, in a remote data center, or in the cloud. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business and cloud environment requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement, and updating and maintaining the product. These activities will typically relate to IaaS, PaaS, and SaaS services and may contribute to a FedRAMP certification.</p> <p>Certification Requirement: Maintain a certification relevant to the product being deployed and/or maintained.</p>	Bachelor's Degree	3
Cloud Platform Consultant V	<p>Act as technical cloud-based liaison for our customers as well as internal functional teams for various platforms that are hosted on-premises, in a remote data center, or in the cloud. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business and cloud environment requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement, and updating and maintaining the product. These activities will typically relate to IaaS, PaaS, and SaaS services and may contribute to a FedRAMP certification.</p> <p>Certification Requirement: Maintain a certification relevant to the product being deployed and/or maintained.</p>	Bachelor's Degree	5
Cloud Platform Consultant VI	<p>Act as technical cloud-based liaison for our customers as well as internal functional teams for various platforms that are hosted on-premises, in a remote data center, or in the cloud. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business and cloud environment requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement, and updating and maintaining the product. These activities will typically relate to IaaS, PaaS, and SaaS services and may contribute to a FedRAMP certification.</p> <p>Certification Requirement: Maintain a certification relevant to the product being deployed and/or maintained.</p>	Bachelor's Degree	7
Cloud Platform Consultant VII	<p>Act as technical cloud-based liaison for our customers as well as internal functional teams for various platforms that are hosted on-premises, in a remote data center, or in the cloud. Activities may include leading or participation in workshops and requirements gathering sessions, document captured requirements, configure approved business and cloud environment requirements, deploy the product, creation of test scripts and supporting documentation, implementing best practices and process improvement, and updating and maintaining the product. These activities will typically relate to IaaS, PaaS, and SaaS services and may contribute to a FedRAMP certification.</p> <p>Certification Requirement: Maintain a certification relevant to the product being deployed and/or maintained.</p>	Bachelor's Degree	8

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Cloud Program Control Analyst III	Participates in the performance of life cycle configuration management (CM) of cloud hosted 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
Cloud Program Control Analyst V	Leads the performance of life cycle configuration management (CM) of cloud hosted 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 concepts and process audits, IT program planning and development, and automated CM support tool.	Bachelor's Degree	8
Cloud Program Manager I	Manages moderately complex cloud computing 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
Cloud Program Manager II	Manages moderately complex cloud computing 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
Cloud Program Manager V	Independently manages complex and/or high-risk cloud computing 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
Cloud Project Manager I	Manages cloud computing 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 well defined and maintained. Total value of programs/projects is generally less than \$1 million (life of contracts).	Bachelor's Degree	3
Cloud Project Manager III	Manages cloud computing 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 well defined and maintained. Total value of programs/projects is generally less than \$2 million (life of contracts).	Bachelor's Degree	7
Cloud Project Manager VII	Manages and leads relatively complex or high risk cloud computing 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 well 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
Cloud Security Analyst I	Adept in the use of various security analysis and vulnerability assessment tools and is familiar cloud computing environment and cloud security. Has analytical skills and hands-on experience using security processes, tools	Bachelor's Degree	3
Cloud Security Analyst II	Adept in the use of various security analysis and vulnerability assessment tools and is familiar with many cloud computing environments and cloud security. Has analytical skills and hands-on experience using security processes, tools	Bachelor's Degree	4

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Cloud Security Analyst III	Fully adept in the use of various security and vulnerability assessment tools and analytical skills and hands-on experience using cloud security best practices in cloud computing environments. 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
Cloud Security Analyst IV	Fully adept in the use of various security and vulnerability assessment tools and analytical skills and hands-on experience using cloud security best practices in cloud computing environments. 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
Cloud 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 cloud security best practices in cloud computing environments. Works directly with senior manager/executive clients.	Bachelor's Degree	10
Cloud Software Engineer III	Analyzes and studies complex cloud hosted system requirements. Designs software tools and applications and manages their implementation in cloud computing environments. 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.	Bachelor's Degree	7
Cloud Software Engineer V	Analyzes and studies complex cloud hosted system requirements. Leads the design of software tools and applications and manages their implementation in cloud computing environments. 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
Cloud Subject Matter Expert I	Expert in cloud computing. Serves as the primary technical interface and point of contact with Government program authorities and representatives on technical issues related to cloud computing. Establishes system information requirements in the development of enterprise wide or large-scale cloud hosted 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
Cloud Subject Matter Expert III	Expert in cloud computing. Serves as the primary technical interface and point of contact with Government program authorities and representatives on technical issues related to cloud computing. Establishes system information requirements in the development of enterprise wide or large-scale cloud hosted 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
Cloud Subject Matter Expert V	Expert in cloud computing. Serves as the primary technical interface and point of contact with Government program authorities and representatives on technical issues related to cloud computing. Establishes system information requirements in the development of enterprise wide or large-scale cloud hosted 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
Cloud 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 cloud hosted 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
Cloud Systems Architect I	Supports the implementation of technical advice and software engineering for cloud hosted solutions. 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

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Cloud Systems Architect III	Provides technical input and advice in supporting the application of sound software engineering concepts and practices for cloud hosted solutions. 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
Cloud 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 for cloud hosted solutions. 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
Cloud Task Manager I	Entry level management position responsible for overseeing small task efforts or portions of a larger, complex task for cloud computing projects. 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
Cloud Task Manager III	Performs as task lead for portion of a larger project or contract for cloud computing projects. 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
Cloud Technical Analyst III	Analyzes the stability, integrity and efficient operation of cloud hosted 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
Cloud Test Engineer II	Work with software developers and program managers to identify and fix issues within the cloud hosted product and improve the quality of the finished product. May fully test the product or system to validate the system functions as designed. Activities may include testing the product/system, identification of test cases, version management, creation of test environments, designing test plans, developing test cases/scenarios/usage cases, and executing these cases, providing feedback on usability and serviceability.	Bachelor's Degree	2
Cloud Test Engineer IV	Work with software developers and program managers to identify and fix issues within the cloud hosted product and improve the quality of the finished product. May fully test the product or system to validate the system functions as designed. Activities may include testing the product/system, identification of test cases, version management, creation of test environments, designing test plans, developing test cases/scenarios/usage cases, and executing these cases, providing feedback on usability and serviceability.	Bachelor's Degree	8
Cloud User Experience / User Interface (UX/UI) Designer II	Collaborate with product management and engineering to define and implement innovative cloud hosted solutions for the product direction, visuals, and experience with the goal of bringing simplicity and user friendliness to complex design roadblocks. This individual may participate in all phases of development from definition and design through implementation, including user Interface design and development. This individual may also translate high-level requirements into interaction flows and artifacts, conduct user research and evaluate user feedback, and establish and promote design guidelines. May have proficiency in visual design and wire-framing tools, as well as experience in creating storyboards, user flows, process flows and site maps.	Bachelor's Degree	2

LABOR CATEGORY & LEVEL	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS OF EXPERIENCE
Cloud User Experience / User Interface (UX/UI) Designer III	Collaborate with product management and engineering to define and implement innovative cloud hosted solutions for the product direction, visuals, and experience with the goal of bringing simplicity and user friendliness to complex design roadblocks. This individual may participate in all phases of development from definition and design through implementation, including user Interface design and development. This individual may also translate high-level requirements into interaction flows and artifacts, conduct user research and evaluate user feedback, and establish and promote design guidelines. May have proficiency in visual design and wire-framing tools, as well as experience in creating storyboards, user flows, process flows and site maps.	Bachelor's Degree	5
Cloud 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 for cloud hosted solutions. 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:

One year of experience equals one year of education.

One year of education equals one year of experience.

10 PRICING OF CLOUD AND CLOUD RELATED IT PROFESSIONAL SERVICES SIN 518210C (FORMERLY SIN 132-40)

LABOR CATEGORY & LEVEL	GSA PRICE – ORDERING ACTIVITY AND CONTRACTOR SITE
Cloud Agile Systems Analyst I	\$88.59
Cloud Agile Systems Analyst II	\$103.34
Cloud Agile Systems Analyst III	\$126.07
Cloud Application Development Manager I	\$94.26
Cloud Application Development Manager III	\$117.38
Cloud Application Engineer III	\$141.70
Cloud Architect I	\$97.09
Cloud Architect III	\$132.42
Cloud Architect V	\$137.06
Cloud Architect VII	\$196.98
Cloud Business Continuity Planner I	\$79.16
Cloud Computing Consultant III	\$163.68
Cloud Consultant II	\$87.95
Cloud Consultant III	\$117.27
Cloud Consultant IV	\$173.25
Cloud Consultant V	\$226.54
Cloud Consultant VII	\$290.14
Cloud Cyber Engineer I	\$62.00
Cloud Data Architect I	\$117.75
Cloud Data Architect III	\$127.96
Cloud Data Warehouse Architect III	\$118.74
Cloud Data Warehouse Programmer/Analyst I	\$72.45
Cloud Data Warehouse Programmer/Analyst III	\$114.74
Cloud Database Programmer/Analyst III	\$107.50
Cloud Design Network Engineer I	\$103.32
Cloud Design Network Engineer III	\$138.64
Cloud Design Network Engineer V	\$138.82
Cloud Design Systems Engineer I	\$118.78
Cloud Design Systems Engineer III	\$128.15
Cloud Design Systems Engineer V	\$116.04
Cloud Functional Analyst III	\$56.47
Cloud Functional Analyst V	\$83.96
Cloud Human Factors Engineer II	\$96.75
Cloud Industry/Functional Area Expert III	\$105.97
Cloud Industry/Functional Area Expert VI	\$118.33
Cloud Information Security Engineer I	\$90.89
Cloud Information Security Engineer III	\$143.91
Cloud Information Security Engineer V	\$146.59
Cloud Information Security Management Specialist I	\$89.56
Cloud Information Security Management Specialist III	\$116.30
Cloud Information Security Management Specialist IV	\$124.99
Cloud Information Security Management Specialist V	\$136.55
Cloud Information Systems Engineer I	\$94.26
Cloud Information Systems Engineer III	\$96.80
Cloud Management Consultant I	\$146.59
Cloud Network Administrator V	\$95.74
Cloud O&M Network Engineer I	\$68.41
Cloud O&M Network Engineer V	\$96.53

LABOR CATEGORY & LEVEL	GSA PRICE – ORDERING ACTIVITY AND CONTRACTOR SITE
Cloud Platform Analyst I	\$90.42
Cloud Platform Analyst II	\$93.82
Cloud Platform Analyst III	\$101.64
Cloud Platform Analyst IV	\$131.13
Cloud Platform Consultant I	\$118.34
Cloud Platform Consultant II	\$142.15
Cloud Platform Consultant III	\$145.51
Cloud Platform Consultant IV	\$153.15
Cloud Platform Consultant V	\$178.99
Cloud Platform Consultant VI	\$202.47
Cloud Platform Consultant VII	\$220.56
Cloud Program Control Analyst III	\$103.32
Cloud Program Control Analyst V	\$151.59
Cloud Program Manager I	\$136.14
Cloud Program Manager II	\$151.72
Cloud Program Manager V	\$184.70
Cloud Project Manager I	\$142.00
Cloud Project Manager III	\$163.20
Cloud Project Manager VII	\$142.42
Cloud Security Analyst I	\$73.36
Cloud Security Analyst II	\$92.14
Cloud Security Analyst III	\$90.78
Cloud Security Analyst IV	\$123.15
Cloud Security Analyst V	\$105.19
Cloud Software Engineer III	\$112.19
Cloud Software Engineer V	\$162.23
Cloud Subject Matter Expert I	\$117.27
Cloud Subject Matter Expert III	\$123.51
Cloud Subject Matter Expert V	\$210.11
Cloud Systems Administrator III	\$76.33
Cloud Systems Architect I	\$77.69
Cloud Systems Architect III	\$117.76
Cloud Systems Architect V	\$162.06
Cloud Task Manager I	\$107.50
Cloud Task Manager III	\$127.37
Cloud Technical Analyst III	\$51.40
Cloud Test Engineer II	\$111.40
Cloud Test Engineer IV	\$164.16
Cloud User Experience/User Interface (UX/UI) Designer II	\$117.66
Cloud User Experience/User Interface (UX/UI) Designer III	\$143.29
Cloud User/Technical Support Manager V	\$123.68

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

11.1 Scope

Ancillary supplies and/or services are support supplies and/or services which are not within the scope of any other SIN on this schedule. These supplies and/or services are necessary to compliment a contractor's offerings to provide a solution to a customer requirement. This SIN may be used for orders and blanket purchase agreements that involve work or a project that is solely associated with the supplies and/or services purchased under this schedule. NOTE: When used in conjunction with a Cooperative Purchasing eligible SIN, this SIN is Cooperative Purchasing Eligible.

11.2 Instructions

The work performed under this SIN shall be associated with existing SIN(s) under the contract. Ancillary supplies and/or services shall not be the primary purpose of the work ordered but shall be an integral part of the total solution offered. Ancillary supplies and/or services may only be ordered in conjunction with or in support of supplies or services purchased under another SIN(s). Offerors may be required to provide additional information to support a determination that their proposed ancillary supplies and/or services are commercially offered in support of one or more SIN(s).

12 DESCRIPTIONS OF ANCILLARY SIN (FORMERLY 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:

One year of experience equals one year of education.

One year of education equals one year of experience.

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

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

14 TERMS AND CONDITIONS APPLICABLE TO OLM (ORDER-LEVEL MATERIALS) SIN (FORMERLY ORDER-LEVEL MATERIALS SIN 70-500)

14.1 SCOPE

OLMs are supplies and/or services acquired in direct support of an individual task or delivery order placed against a Schedule contract or BPA. OLM pricing is not established at the Schedule contract or BPA level, but at the order level. Since OLMs are identified and acquired at the order level, the ordering contracting officer (OCO) is responsible for making a fair and reasonable price determination for all OLMs.

OLMs are procured under a special ordering procedure that simplifies the process for acquiring supplies and services necessary to support individual task or delivery orders placed against a Schedule contract or BPA. Using this new procedure, ancillary supplies and services not known at the time of the Schedule award may be

included and priced at the order level.

OLM SIN-Level Requirements/Ordering Instructions:

OLMs are:

- Purchased under the authority of the FSS Program
- Unknown until an order is placed
- Defined and priced at the ordering activity level in accordance with GSAR clause 552.238-115 Special Ordering Procedures for the Acquisition of Order-Level Materials. (Price analysis for OLMs is not conducted when awarding the FSS contract or FSS BPA; therefore, GSAR 538.270 and 538.271 do not apply to OLMs)
- Only authorized for use in direct support of another awarded SIN.
- Only authorized for inclusion at the order level under a Time-and-Materials (T&M) or Labor-Hour (LH) Contract Line Item Number (CLIN)
- Subject to a Not To Exceed (NTE) ceiling price

OLMs are not:

- "Open Market Items."
- Items awarded under ancillary supplies/services or other direct cost (ODC) SINs (these items are defined, priced, and awarded at the FSS contract level)

OLM Pricing:

- Prices for items provided under the Order-Level Materials SIN must be inclusive of the Industrial Funding Fee (IFF).
- The value of OLMs in a task or delivery order, or the cumulative value of OLMs in orders against a FSS BPA awarded under an FSS contract, cannot exceed 33.33%.

NOTE: When used in conjunction with a Cooperative Purchasing eligible SIN, this SIN is Cooperative Purchasing Eligible.

14.2 Instructions

The use of the Order Level Materials (OLM) SIN is limited to 59 OLM-eligible subcategories under the MAS program. Supplies and/or services provided utilizing OLM authority must be acquired in direct support of an individual task or delivery order that is placed under an OLM-eligible subcategory as identified below:

- | | |
|---|---------------------------------------|
| 1) Apparel | 23) Human Resources |
| 2) Audio Visual Products | 24) Identity Protection Services |
| 3) Audio Visual Services | 25) Industrial Products |
| 4) Awards | 26) Industrial Products and Services |
| 5) Background Investigations | Maintenance and Repair |
| 6) Business Administrative Services | 27) IT Hardware |
| 7) Compensation and Benefits | 28) IT Services |
| 8) Document Services | 29) IT Software |
| 9) Electronic Commerce | 30) IT Solutions |
| 10) Environmental Services | 31) IT Training |
| 11) Facilities Maintenance and Repair | 32) Language Services |
| 12) Facilities Services | 33) Legal Services |
| 13) Facilities Solutions | 34) Logistical Services |
| 14) Financial Services | 35) Machinery and Components |
| 15) Fire/Rescue/Safety/Environmental | 36) Mail Management |
| Protection Equipment | 37) Marine and Harbor |
| 16) Fitness Solutions. | 38) Marketing and Public Relations |
| 17) Flags | 39) Medical Equipment |
| 18) Flooring | 40) Miscellaneous Furniture |
| 19) Fuel Management | 41) Musical Instruments |
| 20) Furniture Services | 42) Office Furniture |
| 21) Healthcare Furniture | 43) Office Management Maintenance and |
| 22) Household, Dormitory & Quarters Furniture | Repair |

- | | |
|---|---|
| 44) Office Services | 53) Signs |
| 45) Packaged Furniture. | 54) Social Services |
| 46) Printing and Photographic Equipment | 55) Structures |
| 47) Protective Equipment | 56) Technical and Engineering Services (non-IT) |
| 48) Records Management | 57) Telecommunications |
| 49) Search and Navigation | 58) Testing Equipment |
| 50) Security Animals and Related Services | 59) Training |
| 51) Security Services | |
| 52) Security Systems | |

NOTE: More information related to the Order Level Materials SIN is available at gsa.gov/mascategoryrequirement

SIN Level Regulations:

- 552.238-115 - SPECIAL ORDERING PROCEDURES FOR THE ACQUISITION OF ORDER-LEVEL MATERIALS (MAY 2019)
- SCP-FSS-007 - SPECIAL PROPOSAL INSTRUCTIONS FOR ORDER-LEVEL MATERIALS SPECIAL ITEM NUMBER (DEC 2019)

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Steampunk, Inc.
1753 Pinnacle Drive, Suite 900
McLean, VA 22102
Phone: (571) 395-8000
Fax: (571) 327-2217