



**AUTHORIZED FEDERAL SUPPLY SERVICE INFORMATION TECHNOLOGY  
SCHEDULE PRICELIST  
GENERAL PURPOSE COMMERCIAL INFORMATION TECHNOLOGY  
EQUIPMENT, SOFTWARE AND SERVICES**

**SIN 54151S - INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES  
SIN OLM - ORDER-LEVEL MATERIALS SUPPLIES AND/OR SERVICES**

**Business Size: Small Business**

**A1FED, Inc.**  
**10928 Hunter Gate Way,**  
**Reston, VA 20194**  
**(301) 529-3108 (voice)**  
**703-787-4695 (fax)**  
**[www.a1fed.com](http://www.a1fed.com)**

Contract Number: **47QTCA20D005M**

Period Covered by Contract: **2/3/2020 – 2/2/2025**

General Services Administration Federal Supply Service

Pricelist current as of Mod A826 dated **November 17, 2020**

Products and ordering information in this Authorized FSS Information Technology Schedule Pricelist are also available on the GSA Advantage! System. Agencies can browse GSA Advantage! by accessing the Federal Supply Service's Home Page via the Internet at <http://www.fss.gsa.gov/>

A1FED is an SBA certified 8(a), Woman Owned Small Business

**Applicable Special Item Numbers, FSC Classes, and FPDS Codes**

<b>Special Item Numbers</b>	<b>FSC Class/FPDS Code</b>	<b>Products/Services</b>
54151S, Information Technology Professional Services	FPDS Code D302	IT Systems Development Services
	FPDS Code D306	IT Systems Analysis Services
	FPDS Code D307	Automated Information Systems Design and Integration Services
	FPDS Code D308	Programming Services
	FPDS Code D310	IT Backup and Security Services
	FPDS Code D311	IT Data Conversion Services
	FPDS Code D313	Computer Aided Design/Mfg Svcs
	FPDS Code D316	IT Network Management Services
	FPDS Code D317	Creation/Retrieval of IT Related Automated News Services, Data Services, or Other Information Services
	FPDS Code D399	Other Information Technology Services, Not Elsewhere Classified

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**I. CUSTOMER INFORMATION**

**1a. TABLE OF AWARDED SPECIAL ITEM NUMBERS (SINs)**

SIN	SIN Description
54151S	IT Professional Services
OLM	Order-Level Materials Supplies and/or Services

**1b. LOWEST PRICED MODEL NUMBER AND PRICE FOR EACH SIN:**

(Government net price based on a unit of one)

SIN 54151S	Documentation Specialist [Junior]	\$63.42
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**1c. HOURLY RATES (Services only):**

Please see the Authorized GSA Schedule pricelist starting on page 19. Descriptions of all labor category titles, experience, functional responsibility, and education are available on page 11.

**2. MAXIMUM ORDER\*:**

The Maximum Order value for Special Item Number 54151S - Information Technology (IT) Professional Services is \$500,000.

NOTE TO ORDERING ACTIVITIES: \*If the best value selection places your order over the Maximum Order identified in this catalog/pricelist, you have an opportunity to obtain a better schedule contract price. Before placing your order, contact the aforementioned contractor for a better price. The contractor may (1) offer a new price for this requirement (2) offer the lowest price available under this contract or (3) decline the order. A delivery order that exceeds the maximum order may be placed under the schedule contract in accordance with FAR 8.404.

**3. MINIMUM ORDER:** The minimum dollar value of orders to be issued is \$100.00.

**4. GEOGRAPHIC COVERAGE:** The Geographic Scope of Contract is domestic delivery.

**5. POINT(S) OF PRODUCTION:** N/A (services only)

**6. DISCOUNT FROM LIST PRICES:** Government net prices (discounts already deducted).

**7. QUANTITY DISCOUNT(S):** None

**8. PROMPT PAYMENT TERMS:** 0% discount for net 30 days.

Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

**9.a Government Purchase Cards** must be accepted at or below the micro-purchase threshold.

**9.b Government Purchase Cards ARE NOT** accepted above the micro-purchase threshold. Contact contractor for limit.

**10. FOREIGN ITEMS:** N/A (services only)

**11a. TIME OF DELIVERY:** As negotiated between A1FED and the ordering Activity.

**11b. EXPEDITED DELIVERY:** Items available for expedited delivery are noted in this price list.

**11c. OVERNIGHT AND 2-DAY DELIVERY:** Overnight and 2-day delivery are available. Contact the Contractor for rates.

**11d. URGENT REQUIRMENTS:** Agencies can contact the Contractor's representative to affect a faster delivery. Customers are encouraged to contact the contractor for the purpose of requesting accelerated delivery.

**12. FOB POINT:** Destination

**13a. ORDERING ADDRESS:** Agencies should address all orders to the following address.

A1FED, Inc.  
10928 Hunter Gate Way,  
Reston VA 20194  
Phone: 301-529-3108 / Fax: 703-787-4695  
Email: [contracts@a1fed.com](mailto:contracts@a1fed.com)

**13b. ORDERING PROCEDURES:** Ordering activities shall use the ordering procedures described in Federal Acquisition Regulation 8.405-3 when placing an order or establishing a BPA for supplies or services. The ordering procedures, information on Blanket Purchase Agreements (BPA's) and a sample BPA can be found at the GSA/FSS Schedule Homepage ([fss.gsa.gov/schedules](http://fss.gsa.gov/schedules)).

**14. PAYMENT ADDRESS:** Agencies should address all payments to the following address.

A1FED, Inc.  
10928 Hunter Gate Way,  
Reston VA 20194  
Phone: 301-529-3108 / Fax: 703-787-4695  
Email: [sudhir.atreya@a1fed.com](mailto:sudhir.atreya@a1fed.com)

**15. WARRANTY PROVISION:** N/A (services only)

**16. EXPORT PACKING CHARGES: N/A**

**17. TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD**

**ACCEPTANCE:** Contractor must accept the credit card for payments equal to or less than the micro-purchase for oral or written orders under this contract. The Contractor and the ordering agency may agree to use the credit card for dollar amounts over the micro-purchase threshold (See GSAR 552.232-79 Payment by Credit Card). In addition, bank account information for wire transfer payments will be shown on the invoice.

**18. TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR (IF APPLICABLE): N/A**

**19. TERMS AND CONDITIONS OF INSTALLATION (IF APPLICABLE): N/A**

**20. TERMS AND CONDITIONS OF REPAIR PARTS INDICATING DATE OF PARTS PRICE LISTS AND ANY DISCOUNTS FROM LIST PRICES (IF AVAILABLE): N/A**

**20a. TERMS AND CONDITIONS FOR ANY OTHER SERVICES (IF APPLICABLE): N/A**

**21. LIST OF SERVICE AND DISTRIBUTION POINTS (IF APPLICABLE): N/A**

**22. LIST OF PARTICIPATING DEALERS (IF APPLICABLE): N/A**

**23. PREVENTIVE MAINTENANCE (IF APPLICABLE): N/A**

**24a. SPECIAL ATTRIBUTES SUCH AS ENVIRONMENTAL ATTRIBUTES (e.g. recycled content, energy efficiency, and/or reduced pollutants): N/A**

**24b. Section 508 Compliance for Electronic and Information Technology (EIT): N/A**

**25. DUNS NUMBER: 063469442**

**26. NOTIFICATION REGARDING REGISTRATION IN SYSTEM FOR AWARD MANAGEMENT (SAM) DATABASE:** Contractor has an Active Registration in the SAM database.

## **II. Terms and Conditions Applicable to Information Technology (IT) Professional Services (Special Item Number 54151S)**

### **1. SCOPE**

- a. The prices, terms and conditions stated under Special Item Number 54151S Information Technology Professional Services apply exclusively to IT/IAM Professional Services within the scope of this Information Technology Schedule.
- b. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

### **2. PERFORMANCE INCENTIVES I-FSS-60 Performance Incentives (April 2000)**

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

### **3. ORDER**

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

### **4. PERFORMANCE OF SERVICES**

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

**5. STOP-WORK ORDER (FAR 52.242-15) (AUG 1989)**

- a. The Contracting Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop-work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Contracting Officer shall either-
  - (1) Cancel the stop-work order; or
  - (2) Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the Government, clause of this contract.
- b. If a stop-work order issued under this clause is canceled or the period of the order or any extension thereof expires, the Contractor shall resume work. The Contracting Officer shall make an equitable adjustment in the delivery schedule or contract price, or both, and the contract shall be modified, in writing, accordingly, if-
  - (1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and
  - (2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the action, the

Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.

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

## **6. INSPECTION OF SERVICES**

In accordance with FAR 52.212-4 CONTRACT TERMS AND CONDITIONS—COMMERCIAL ITEMS (MAR 2009) (DEVIATION I - FEB 2007) for Firm-Fixed Price orders and FAR 52.212-4 CONTRACT TERMS AND CONDITIONS  COMMERCIAL ITEMS (MAR 2009) (ALTERNATE I OCT 2008) (DEVIATION I – FEB 2007) applies to Time-and-Materials and Labor-Hour Contracts orders placed under this contract.

## **7. RESPONSIBILITIES OF THE CONTRACTOR**

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

## **8. RESPONSIBILITIES OF THE ORDERING ACTIVITY**

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

## **9. INDEPENDENT CONTRACTOR**

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

## **10. 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” refers to the Contractor, its chief executives, directors, officers, subsidiaries, affiliates, subcontractors at any tier, and consultants and any joint venture involving the Contractor, any entity into or with which the Contractor subsequently

merges or affiliates, or any other successor or assignee of the Contractor.

An “Organizational conflict of interest” exists when the nature of the work to be performed under a proposed ordering activity contract, without some restriction on ordering activities by the Contractor and its affiliates, may either (i) result in an unfair competitive advantage to the Contractor or its affiliates or (ii) impair the Contractor’s or its affiliates’ objectivity in performing contract work.

- 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.

## **11. INVOICES**

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

## **12. PAYMENTS**

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

- a. The Government contemplates award of a Time-and-Materials or Labor-Hour type of contract resulting from this solicitation.
- b. The offeror must specify fixed hourly rates in its offer that include wages, overhead, general and administrative expenses, and profit. The offeror

must specify whether the fixed hourly rate for each labor category applies to labor performed by—

- (1) The offeror;
- (2) Subcontractors; and/or
- (3) Divisions, subsidiaries, or affiliates of the offeror under a common control.

**13. RESUMES**

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

**14. INCIDENTAL SUPPORT COSTS**

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

**15. APPROVAL OF SUBCONTRACTS**

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

**16. DESCRIPTION OF IT PROFESSIONAL SERVICES AND PRICING**

**Labor Category Descriptions**

Labor Category	Minimum Years of Experience	Education Requirements	Functional Responsibility
Application Developer	2-5 years related experience	Bachelors Degree or equivalent experience	Develop software applications using variety of technologies including Java, C, RDBMS, Mainframe, COBOL in a variety of environments including client/server, web, and mainframe environments. Provides software development that includes requirements analysis, design, coding, with integration and testing.
Business Analyst	2-5 years related experience	Bachelors Degree or equivalent experience	Gather, analyze, document, and validate business and/or technical needs. Documents business and/or technical needs using advanced textual, and visual, modeling deliverables. Identifies, manages, and tracks business and technical needs objectives throughout the project's lifecycle. Assist in leading project or initiative tasks with relevant team members, stakeholders, and functional domain leadership. Assist in leading day-today business interaction and business expectations

Labor Category	Minimum Years of Experience	Education Requirements	Functional Responsibility
			<p>in relationship to assigned deliverables, with the guidance of functional manager, project manager. Identify, evaluate, and communicate issues and risks, related to business processes to project, IT and business unit management, developing mitigation strategies in collaboration with business and project team members.</p>
Business Process Specialist [Expert]	8+ years of related experience	Bachelors Degree or equivalent experience	<p>A specialist on complex technical and business matters. Researches, analyzes, and recommends improvements to an organization's business processes in order to improve overall organization performance. Studies operational and performance data to identify trends and opportunities for improvement. Being a Business Process Specialist develops project plans, communicates changes and may provide training to impacted business units.</p>
Business Process Specialist [Senior]	5-8 years of related experience	Bachelors Degree or equivalent experience	<p>A specialist on complex technical and business matters. Researches, analyzes, and recommends improvements to an organization's business processes in order to improve overall organization performance. Studies operational and performance data to identify trends and opportunities for improvement. Being a Business Process Specialist develops project plans, communicates changes and may provide training to impacted business units.</p>
Documentation Specialist [Intermediate]	2-5 years of related experience	Bachelors Degree or equivalent experience	<p>Composes and finalizes technical documentation including specifications, user manuals, etc. in the style, content and format required by the relevant standards using input received from technical personnel. Using input received from technical personnel.</p>
Documentation Specialist [Junior]	0-2 years of related experience	Bachelors Degree or equivalent experience	<p>Composes and finalizes technical documentation including specifications, user manuals, etc. in the style, content and format required by the relevant standards using input received from technical personnel. Using input received from technical personnel.</p>

Labor Category	Minimum Years of Experience	Education Requirements	Functional Responsibility
Documentation Specialist [Senior]	5+ years of related experience	Bachelors Degree or equivalent experience	Composes and finalizes technical documentation including specifications, user manuals, etc. in the style, content and format required by the relevant standards using input received from technical personnel. Using input received from technical personnel.
Functional SME	2-5 years related experience	Bachelors Degree or equivalent experience	Person will be responsible for delivering projects, enhancements, and production support for a variety of COTS and custom specialized software in Financial and non-financial functions. Provides support for implementing and managing client service delivery and operations execution by: <ul style="list-style-type: none"> <li>• Implementing practical solutions and methodologies</li> <li>• Applying quality standards to work products</li> <li>• Developing innovation and efficiency in order to increase performance</li> <li>• Investigating problems using analysis, experience, and judgment</li> </ul>
Functional Specialist 3 Manager	5 to 8 years related experience	Bachelors Degree or equivalent experience	Provide organization change management consulting, quality control, business process engineering, other business analysis/management consulting, and business advisory services.
Functional Specialist 4 Manager	2-5 years related experience	Bachelors Degree or equivalent experience	Provide organization change management consulting, quality control, business process engineering, other business analysis/management consulting, and business advisory services.
Problem Resolution Coordinator [Expert]	8+ years of related experience	Bachelors Degree or equivalent experience	Provide support on incident and problem tickets related to systems. Responsible for performing issue research, root cause analysis, operations of the system, configuration management, and the management of tickets in the IT Service Management system. Responsible for development of ITSM knowledgebase. Support revision control of all software and hardware configuration items, perform configuration audits and software installations as required. Documentation reviews relating to software and hardware installations. Technical POC for day-to-day activities related to specific systems. Organize

Labor Category	Minimum Years of Experience	Education Requirements	Functional Responsibility
			<p>workflow and resources with the CM Branch Chief. Identify the COTS, GOTS, firmware, custom SW and documentation (CIs) for each system. Configuration Change Control, Configuration Status Accounting, and Configuration Audits. External audits will require interfacing with a Field Service Representatives/Trusted Agent on a non-interference basis with production needs. Software Installations - Assisting the system administrator with the planning and installation of custom software releases and upgrades.</p>
<p>Problem Resolution Coordinator [Intermediate]</p>	<p>3-5 years of related experience</p>	<p>Bachelors Degree or equivalent experience</p>	<p>Provide support on incident and problem tickets related to systems. Responsible for performing issue research, root cause analysis, operations of the system, configuration management, and the management of tickets in the IT Service Management system. Responsible for development of ITSM knowledgebase. Support revision control of all software and hardware configuration items, perform configuration audits and software installations as required. Documentation reviews relating to software and hardware installations. Technical POC for day-to-day activities related to specific systems. Organize workflow and resources with the CM Branch Chief. Identify the COTS, GOTS, firmware, custom SW and documentation (CIs) for each system. Configuration Change Control, Configuration Status Accounting, and Configuration Audits. External audits will require interfacing with a Field Service Representatives/Trusted Agent on a non-interference basis with production needs. Software Installations - Assisting the system administrator with the planning and installation of custom software releases and upgrades.</p>

Labor Category	Minimum Years of Experience	Education Requirements	Functional Responsibility
<p>Problem Resolution Coordinator [Junior]</p>	<p>0-2 years of related experience</p>	<p>Bachelors Degree or equivalent experience</p>	<p>Provide support on incident and problem tickets related to systems. Responsible for performing issue research, root cause analysis, operations of the system, configuration management, and the management of tickets in the IT Service Management system. Responsible for development of ITSM knowledgebase. Support revision control of all software and hardware configuration items, perform configuration audits and software installations as required. Documentation reviews relating to software and hardware installations. Technical POC for day-to-day activities related to specific systems. Organize workflow and resources with the CM Branch Chief. Identify the COTS, GOTS, firmware, custom SW and documentation (CIs) for each system. Configuration Change Control, Configuration Status Accounting, and Configuration Audits. External audits will require interfacing with a Field Service Representatives/Trusted Agent on a non-interference basis with production needs. Software Installations - Assisting the system administrator with the planning and installation of custom software releases and upgrades.</p>
<p>Problem Resolution Coordinator [Senior]</p>	<p>5-8 years of related experience</p>	<p>Bachelors Degree or equivalent experience</p>	<p>Provide support on incident and problem tickets related to systems. Responsible for performing issue research, root cause analysis, operations of the system, configuration management, and the management of tickets in the IT Service Management system. Responsible for development of ITSM knowledgebase. Support revision control of all software and hardware configuration items, perform configuration audits and software installations as required. Documentation reviews relating to software and hardware installations. Technical POC for day-to-day activities related to specific systems. Organize workflow and resources with the CM Branch Chief. Identify the COTS, GOTS, firmware, custom SW and documentation (CIs) for each system. Configuration Change Control,</p>

Labor Category	Minimum Years of Experience	Education Requirements	Functional Responsibility
			<p>Configuration Status Accounting, and Configuration Audits. External audits will require interfacing with a Field Service Representatives/Trusted Agent on a non-interference basis with production needs. Software Installations - Assisting the system administrator with the planning and installation of custom software releases and upgrades.</p>
Senior COTS Functional Analyst	5-7 years related experience	Bachelors Degree or equivalent experience	<p>Functional analysis for a COTS applications. Work with multidiscipline team to support existing processes, perform requirements analysis and software configuration to support development of improved processes and tools, update operations documentation, and support migration of new functionality into the production environment. Duties will include analysis, configuration, and testing to enable additional capabilities and organizations in an existing production solution.</p>
Senior Functional Analyst	5+years related experience	Bachelors Degree or equivalent experience	<p>Leads the gathering, analysis, documentation, and validation of business and / or technical needs. Documents business and / or technical needs using advanced textual, and visual, modeling deliverables. Identifies, manages, and tracks business and technical needs objectives throughout the project's lifecycle. Leads project or initiative tasks with relevant team members, stakeholders, and functional domain leadership. Lead day-to-day business interaction and business expectations in relationship to assigned deliverables, with the guidance of functional manager, project manager. Identifies, evaluates, and communicates issues and risks, related to business processes to project, IT and business unit management, developing mitigation strategies in collaboration with business and project team members.</p>

Labor Category	Minimum Years of Experience	Education Requirements	Functional Responsibility
Subject Matter Expert	8+ years experience	Bachelors Degree or equivalent experience	Persons qualified, by education or experience, to advise clients in a recognized discipline or field of expertise required for a project. Examples might range from a Technical architect, accountant, a tax specialist, a human resources specialist for a reengineering of a client's payroll operations or an engineer, a regulatory specialist, or an environmental liabilities specialist.
Subject Matter Expert III	5-7 years related experience	Bachelors Degree or equivalent experience	Persons qualified, by education or experience, to advise clients in a recognized discipline or field of expertise required for a project. Examples might range from a Technical architect, accountant, a tax specialist, a human resources specialist for a reengineering of a client's payroll operations or an engineer, a regulatory specialist, or an environmental liabilities specialist.
Systems Specialist [Expert]	8+ years of related experience	Bachelors Degree or equivalent experience	Works independently or under general direction on complex application problems involving all phases of systems Software Development Lifecycle (SDLC). Analyzes and evaluates user needs and identifies resources required for each task to determine functional requirements; conceptualizes, develops, and implements complex systems designed to meet client requirements; defines systems objectives and prepares system design specifications to meet requirements; designs, develops, implements, and tests new systems or modifies existing systems.
Systems Specialist [Intermediate]	3-5 years of related experience	Bachelors Degree or equivalent experience	Works independently or under general direction on complex application problems involving all phases of systems Software Development Lifecycle (SDLC). Analyzes and evaluates user needs and identifies resources required for each task to determine functional requirements; conceptualizes, develops, and implements complex systems designed to meet client requirements; defines systems objectives and prepares system design specifications to meet requirements; designs, develops, implements, and tests new systems or modifies existing systems.

Labor Category	Minimum Years of Experience	Education Requirements	Functional Responsibility
Systems Specialist [Junior]	0-2 years of related experience	Bachelors Degree or equivalent experience	Works independently or under general direction on complex application problems involving all phases of systems Software Development Lifecycle (SDLC). Analyzes and evaluates user needs and identifies resources required for each task to determine functional requirements; conceptualizes, develops, and implements complex systems designed to meet client requirements; defines systems objectives and prepares system design specifications to meet requirements; designs, develops, implements, and tests new systems or modifies existing systems.
Systems Specialist [Senior]	5-8 years of related experience	Bachelors Degree or equivalent experience	Works independently or under general direction on complex application problems involving all phases of systems Software Development Lifecycle (SDLC). Analyzes and evaluates user needs and identifies resources required for each task to determine functional requirements; conceptualizes, develops, and implements complex systems designed to meet client requirements; defines systems objectives and prepares system design specifications to meet requirements; designs, develops, implements, and tests new systems or modifies existing systems.
Tester /Oracle EBS Tester	2+ years related experience	Bachelors Degree or equivalent experience	Develops and executes test plans, procedures, schedules and scenarios for unit, process, function, system integration and acceptance testing. Consults with the development and/or requirements team to coordinate and test applications. Creates automated test scripts and tests existing applications for compliance with upgrades. Ensures new applications and software modifications meet requirements and operate satisfactorily in the system environment. Ensures the software interfaces with both new and existing systems. May build test environments to include configuring and installing appropriate software. Writes detailed test plans, procedures and scenarios. Documents both the successes and failures of all executed test procedures.

### Labor Category Rates for Government Site

Labor Category	Government Site Rates				
	2/3/2020 - 2/2/2021	2/3/2021 - 2/2/2022	2/3/2022 - 2/2/2023	2/3/2023 - 2/2/2024	2/3/2024 - 2/2/2025
Application Developer	\$99.97	\$102.27	\$104.63	\$107.03	\$109.49
Business Analyst	\$119.02	\$121.76	\$124.56	\$127.42	\$130.35
Business Process Specialist [Expert]	\$142.71	\$145.99	\$149.35	\$152.78	\$156.30
Business Process Specialist [Senior]	\$130.81	\$133.81	\$136.89	\$140.04	\$143.26
Documentation Specialist [Intermediate]	\$91.17	\$93.26	\$95.41	\$97.60	\$99.85
Documentation Specialist [Junior]	\$63.42	\$64.88	\$66.37	\$67.90	\$69.46
Documentation Specialist [Senior]	\$107.03	\$109.49	\$112.01	\$114.59	\$117.22
Functional SME	\$99.97	\$102.27	\$104.63	\$107.03	\$109.49
Functional Specialist 3 Manager	\$121.87	\$124.68	\$127.54	\$130.48	\$133.48
Functional Specialist 4 Manager	\$114.26	\$116.88	\$119.57	\$122.32	\$125.14
Problem Resolution Coordinator [Expert]	\$142.71	\$145.99	\$149.35	\$152.78	\$156.30
Problem Resolution Coordinator [Intermediate]	\$103.07	\$105.44	\$107.86	\$110.35	\$112.88
Problem Resolution Coordinator [Junior]	\$74.10	\$75.80	\$77.54	\$79.33	\$81.15
Problem Resolution Coordinator [Senior]	\$118.91	\$121.65	\$124.45	\$127.31	\$130.24
Senior COTS Functional Analyst	\$109.50	\$112.01	\$114.59	\$117.23	\$119.92
Senior Functional Analyst	\$119.02	\$121.76	\$124.56	\$127.42	\$130.35
Subject Matter Expert	\$133.30	\$136.37	\$139.50	\$142.71	\$145.99
Subject Matter Expert III	\$102.83	\$105.20	\$107.62	\$110.09	\$112.62
Systems Specialist [Expert]	\$146.67	\$150.04	\$153.49	\$157.02	\$160.63
Systems Specialist [Intermediate]	\$99.10	\$101.38	\$103.71	\$106.10	\$108.54
Systems Specialist [Junior]	\$90.66	\$92.75	\$94.88	\$97.06	\$99.30
Systems Specialist [Senior]	\$130.81	\$133.81	\$136.89	\$140.04	\$143.26
Tester (Oracle EBS Tester)	\$69.51	\$71.10	\$72.74	\$74.41	\$76.12

### Labor Category Rates for A1FED Site

Labor Category	A1FED Site Rates				
	2/3/2020 - 2/2/2021	2/3/2021 - 2/2/2022	2/3/2022 - 2/2/2023	2/3/2023 - 2/2/2024	2/3/2024 - 2/2/2025
Application Developer	\$114.97	\$117.62	\$120.32	\$123.09	\$125.92
Business Analyst	\$136.87	\$140.02	\$143.24	\$146.53	\$149.90
Business Process Specialist [Expert]	\$164.11	\$167.89	\$171.75	\$175.70	\$179.74
Business Process Specialist [Senior]	\$150.43	\$153.89	\$157.43	\$161.05	\$164.75
Documentation Specialist [Intermediate]	\$104.84	\$107.25	\$109.72	\$112.24	\$114.83
Documentation Specialist [Junior]	\$72.94	\$74.61	\$76.33	\$78.08	\$79.88
Documentation Specialist [Senior]	\$123.08	\$125.92	\$128.81	\$131.77	\$134.81
Functional SME	\$114.97	\$117.62	\$120.32	\$123.09	\$125.92
Functional Specialist 3 Manager	\$140.16	\$143.38	\$146.68	\$150.05	\$153.50
Functional Specialist 4 Manager	\$131.40	\$134.42	\$137.51	\$140.67	\$143.91
Problem Resolution Coordinator [Expert]	\$164.11	\$167.89	\$171.75	\$175.70	\$179.74
Problem Resolution Coordinator [Intermediate]	\$118.53	\$121.26	\$124.04	\$126.90	\$129.82
Problem Resolution Coordinator [Junior]	\$85.21	\$87.17	\$89.17	\$91.23	\$93.32
Problem Resolution Coordinator [Senior]	\$136.75	\$139.90	\$143.11	\$146.40	\$149.77
Senior COTS Functional Analyst	\$125.92	\$128.82	\$131.78	\$134.81	\$137.91
Senior Functional Analyst	\$136.87	\$140.02	\$143.24	\$146.53	\$149.90
Subject Matter Expert	\$153.29	\$156.82	\$160.43	\$164.12	\$167.89
Subject Matter Expert III	\$118.26	\$120.98	\$123.76	\$126.60	\$129.52
Systems Specialist [Expert]	\$168.67	\$172.55	\$176.52	\$180.58	\$184.73
Systems Specialist [Intermediate]	\$113.96	\$116.58	\$119.27	\$122.01	\$124.82
Systems Specialist [Junior]	\$104.26	\$106.66	\$109.11	\$111.62	\$114.19
Systems Specialist [Senior]	\$150.43	\$153.89	\$157.43	\$161.05	\$164.75
Tester (Oracle EBS Tester)	\$79.93	\$81.77	\$83.65	\$85.58	\$87.54