AUTHORIZED INFORMATION TECHNOLOGY SCHEDULE PRICELIST
GENERAL PURPOSE COMMERCIAL INFORMATION TECHNOLOGY EQUIPMENT, SOFTWARE & SERVICES

SPECIAL ITEM NUMBER 541515 - INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES

<table>
<thead>
<tr>
<th>FPDS Code</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>D301</td>
<td>IT Facility Operation and Maintenance</td>
</tr>
<tr>
<td>D302</td>
<td>IT Systems Development Services</td>
</tr>
<tr>
<td>D306</td>
<td>IT Systems Analysis Services</td>
</tr>
<tr>
<td>D307</td>
<td>Automated Information Systems Design and Integration Services</td>
</tr>
<tr>
<td>D308</td>
<td>Programming Services</td>
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<td>D310</td>
<td>IT Backup and Security Services</td>
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<td>D311</td>
<td>IT Data Conversion Services</td>
</tr>
<tr>
<td>D316</td>
<td>IT Network Management Services</td>
</tr>
<tr>
<td>D399</td>
<td>Other Information Technology Services, Not Elsewhere Classified</td>
</tr>
</tbody>
</table>

**Note 1:** All non-professional labor categories must be incidental to and used solely to support hardware, software and/or professional services, and cannot be purchased separately.

**Note 2:** Offerors and Agencies are advised that the Group 70 – Information Technology Schedule is not to be used as a means to procure services which properly fall under the Brooks Act. These services include, but are not limited to, architectural, engineering, mapping, cartographic production, remote sensing, geographic information systems, and related services. FAR 36.6 distinguishes between mapping services of an A/E nature and mapping services which are not connected nor incidental to the traditionally accepted A/E Services.

**Note 3:** This solicitation is not intended to solicit for the reselling of IT Professional Services, except for the provision of implementation, maintenance, integration, or training services in direct support of a product. Under such circumstances the services must be performed by the publisher or manufacturer or one of their authorized agents.

Linkware, LLC
5680 King Centre Drive, Suite 600
Alexandria, VA 22315
(P) 703-951-3732
(F) 703-991-1144
info@contactus@linkwaregroup.com

Contract Number: 47QTCA20D00DZ
Period Covered by Contract: **August 20, 2020 through August 19, 2025**

Pricelist current through Modification #_______, dated ________.
Products and ordering information in this Authorized Information Technology Schedule Pricelist are also available on the GSA Advantage! System (http://www.gsaadvantage.gov).
CUSTOMER INFORMATION:

1. **Awarded Special Item Number(s):**

<table>
<thead>
<tr>
<th>SIN</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>54151S, 54151SSST-LOC, 54151SRC</td>
<td>Professional Information Technology Services</td>
</tr>
<tr>
<td>OLM</td>
<td>Order Level Materials</td>
</tr>
</tbody>
</table>

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract: See pricing beginning on page 8.

1c. Descriptions of all corresponding commercial job titles with experience, functional responsibility and education are provided beginning on page 9.

2. **Maximum Order:** $500,000

3. **Minimum Order:** $100

4. **Geographic Coverage:** Domestic and Overseas

5. **Point of Production:** N/A

6. **Prices Shown Herein are Net (discount deducted)**

7. **Quantity Discount:** None

8. **Prompt Payment Terms:** Net 30

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

9. a. **Notification that Government purchase cards are accepted at or below the micro-purchase threshold:** Will be accepted at or below the micro-purchase threshold.
   b. **Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** Will be accepted above the micro-purchase threshold.

10. **Foreign Items:** None

11. **Time of Delivery:** Linkware, LLC shall deliver or perform services in accordance with the terms negotiated in an agency’s order.

11b. **Expedited Delivery:** Consult with Contractor

11c. **Overnight/2-Day Delivery:** Consult with Contractor
11d. **Urgent Requirements**: Consult with Contractor

12. **FOB Point**: Destination

13. a. **Ordering Address**: Sales  
    ATTN: Linkware, LLC  
    5680 King Centre Drive, Suite 600  
    Alexandria, VA, 22315  
   
    b. **Ordering Procedures** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s) are found in Federal Acquisition Regulation (FAR) 8.405-3.

14. **Payment Address**: Sales  
    ATTN: Linkware, LLC  
    5680 King Centre Drive, Suite 600  
    Alexandria, VA, 22315

15. **Warranty Provisions**: Contractor’s Standard Warranty

16. **Export Packing charges**: Not applicable

17. **Terms and conditions of Government Purchase Card Acceptance**: Contact Linkware, LLC for terms and conditions of Government Purchase Card acceptance.

18. **Terms and conditions of rental, maintenance, and repair**: Not applicable

19. **Terms and conditions of installation**: Not applicable

20. **Terms and conditions of repair parts**: Not applicable

21. **Terms and conditions for any other services**: Not applicable

22. **List of service and distribution points**: Not applicable

23. **List of participating dealers**: Not applicable

24. **Preventive maintenance**: Not applicable

24a. **Environmental attributes**, e.g., recycled content, energy efficiency, and/or reduced pollutants: Not applicable

24b. Contact Linkware, LLC for Section 508 compliance information. The EIT standards can be found at: http://www.section508.gov

25. **DUNS Number**: 967311361
26. Linkware, LLC is registered in the System for Award Management (SAM) database
1. SCOPE
   a. The prices, terms and conditions stated under Special Item Number 54151S Information Technology Professional Services apply exclusively to IT 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
   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 in accordance with this clause.
   
   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

The Inspection of Services–Fixed Price (AUG 1996) (Deviation – May 2003) clause at FAR 52.246-4 applies to firm-fixed price orders placed under this contract. The Inspection–Time-and-Materials and Labor-Hour (JAN 1986) (Deviation – May 2003) clause at FAR 52.246-6 applies to time-and-materials and labor-hour 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 (Deviation – May 2003) 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 Services.

9. INDEPENDENT CONTRACTOR

All IT 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 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/IAMPROFESSIONAL SERVICES AND PRICING

**SIN 541515**

**Labor Category GSA Hourly Rates**

<table>
<thead>
<tr>
<th>Labor Category</th>
<th>08/20/20 – 08/19/21</th>
<th>08/20/21 – 08/19/22</th>
<th>08/20/22 – 08/19/23</th>
<th>08/20/23 – 08/19/24</th>
<th>08/20/24 – 08/19/25</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agile Developer I</td>
<td>$118.01</td>
<td>$121.19</td>
<td>$124.46</td>
<td>$127.82</td>
<td>$131.28</td>
</tr>
<tr>
<td>Agile Developer II</td>
<td>$131.98</td>
<td>$135.55</td>
<td>$139.21</td>
<td>$142.96</td>
<td>$146.82</td>
</tr>
<tr>
<td>Agile Developer III</td>
<td>$143.02</td>
<td>$146.88</td>
<td>$150.85</td>
<td>$154.92</td>
<td>$159.10</td>
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<tr>
<td>Data Scientist</td>
<td>$131.98</td>
<td>$135.55</td>
<td>$139.21</td>
<td>$142.96</td>
<td>$146.82</td>
</tr>
<tr>
<td>Database Specialist</td>
<td>$117.96</td>
<td>$121.14</td>
<td>$124.41</td>
<td>$127.77</td>
<td>$131.22</td>
</tr>
<tr>
<td>Enterprise Architect I</td>
<td>$95.64</td>
<td>$98.22</td>
<td>$100.88</td>
<td>$103.60</td>
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<tr>
<td>Enterprise Architect II</td>
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<td>$133.11</td>
<td>$136.71</td>
<td>$140.40</td>
<td>$144.19</td>
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<tr>
<td>Enterprise Architect III</td>
<td>$151.54</td>
<td>$155.63</td>
<td>$159.83</td>
<td>$164.15</td>
<td>$168.58</td>
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<tr>
<td>Modeling and Simulation Engineer</td>
<td>$119.94</td>
<td>$123.18</td>
<td>$126.50</td>
<td>$129.92</td>
<td>$133.43</td>
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<td>Project Manager</td>
<td>$200.25</td>
<td>$205.66</td>
<td>$211.21</td>
<td>$216.91</td>
<td>$222.77</td>
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<tr>
<td>Subject Matter Expert I</td>
<td>$135.42</td>
<td>$139.07</td>
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<td>$146.68</td>
<td>$150.64</td>
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<td>Subject Matter Expert II</td>
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<td>$170.86</td>
<td>$175.47</td>
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<td>Systems Engineer I</td>
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<td>$123.44</td>
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<td>Systems Engineer III</td>
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<td>$152.98</td>
<td>$157.11</td>
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<td>$165.71</td>
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<td>Test Engineer</td>
<td>$96.73</td>
<td>$99.34</td>
<td>$102.02</td>
<td>$104.77</td>
<td>$107.60</td>
</tr>
</tbody>
</table>
Labor Category Descriptions

**Agile Developer I**

**Functional Responsibility:** Designs, develops, enhances, debugs, and implements software using the agile methodology (SCRUM, Kanban, etc.). Takes responsibility for estimating, planning, and managing all of his/her own tasks and reporting on progress. Interacts with users as necessary to clarify and document requirements. Troubleshoots production problems related to software applications. Researches, tests, builds, and coordinates the conversion and/or integration of new products based on client requirements. Assists in the evaluation and recommendation of application software packages, application integration and testing tools. Resolves problems with software and responds to suggestions for improvements and enhancements.

**Minimum Experience:** 2 years

**Minimum Education:** Associate’s

**Agile Developer II**

**Functional Responsibility:** Designs, develops, enhances, debugs, and implements software using the agile methodology (SCRUM, Kanban, etc.). Takes responsibility for estimating, planning, and managing all of his/her own tasks and reporting on progress. Interacts with users as necessary to clarify and document requirements. Troubleshoots production problems related to software applications. Researches, tests, builds, and coordinates the conversion and/or integration of new products based on client requirements. Designs and develops new software products or major enhancements to existing software. Addresses problems of systems integration, compatibility, and multiple platforms. Consults with project teams and end users to identify application requirements. Assists in the evaluation and recommendation of application software packages, application integration and testing tools. Resolves problems with software and responds to suggestions for improvements and enhancements.

**Minimum Experience:** 6 years

**Minimum Education:** Bachelor’s
**Agile Developer III**

**Functional Responsibility:** Designs, develops, enhances, debugs, and implements software using the agile methodology (SCRUM, Kanban, etc.). Interacts with users as necessary to clarify requirements. Troubleshoots production problems related to software applications. Researches, tests, builds, and coordinates the conversion and/or integration of new products based on client requirements. Designs and develops new software products or major enhancements to existing software. Addresses problems of systems integration, compatibility, and multiple platforms. Consults with project teams and end users to identify application requirements. Performs feasibility analysis on potential future projects to management. Assists in the evaluation and recommendation of application software packages, application integration and testing tools. Resolves problems with software and responds to suggestions for improvements and enhancements. Acts as team leader on projects. Instructs, assigns, directs, and checks the work of other software developers on development team. Participates in development of software user manuals.

**Minimum Experience:** 8 years

**Minimum Education:** Bachelor’s

**Data Scientist**

**Functional Responsibility:** Works with stakeholders throughout the organization to identify opportunities for leveraging company data to drive business solutions. Mines and analyzes data from company databases to drive optimization and improvement of product development, marketing techniques, and business strategies. Assesses the effectiveness and accuracy of new data sources and data gathering techniques. Develops custom data models and algorithms to apply to data sets. Uses predictive modeling to increase and optimize client operations. Develops testing framework and test model quality. Coordinates with different functional teams to implement models and monitor outcomes. Develops processes and tools to monitor and analyze model performance and data accuracy.

**Minimum Experience:** 4 years

**Minimum Education:** Bachelor’s

**Database Specialist**

**Functional Responsibility:** Designs, implements and maintains moderately complex databases, access methods, access time, device allocation, validation checks, organization, protection and security, documentation and statistical methods. Maintains database dictionaries, monitors standards and procedures and integration of systems through database design. Provides highly technical expertise in the use of DBMS. Evaluates and recommends available DBMS products to support validated user requirements. Defines file organization, indexing methods and security procedures for specific user applications.

**Minimum Experience:** 4 years

**Minimum Education:** Bachelor’s
Enterprise Architect I

**Functional Responsibility:** Develops architectural products and deliverables for the enterprise and operational business lines. Advises on selection of technologies with regards to processing, data storage, data access, and applications development. Creates prototypes and assists in the architecture implementation. Evaluates cloud technologies, client/server relational database structure for the organization.

**Minimum Experience:** 2 years

**Minimum Education:** Associate’s

Enterprise Architect II

**Functional Responsibility:** Develops strategy of system and the design infrastructure necessary to support that strategy. Provides support with cloud computing, including design, planning, management, and maintenance. Advises on selection of technologies with regards to processing, data storage, data access, and applications development. Coordinates the enterprise architecture implementation with various stakeholders. Sets standards for the cloud technologies, client/server relational database structure for the organization.

**Minimum Experience:** 4 years

**Minimum Education:** Bachelor’s

Enterprise Architect III

**Functional Responsibility:** Provides high-level architectural expertise to managers and technical staff. Develops architectural products and deliverables for the enterprise and operational business lines. Develops strategy of system and the design infrastructure necessary to support that strategy. Provides support with cloud computing, including design, planning, management, and maintenance. Advises on selection of technologies with regards to processing, data storage, data access, and applications development. Leads the enterprise architecture implementation. Sets standards for the cloud technologies, client/server relational database structure for the organization. Advises of feasibility of potential future projects to management.

**Minimum Experience:** 8 years

**Minimum Education:** Bachelor’s
**Modeling and Simulation Engineer**

**Functional Responsibility:** Specialist in modeling and simulation functions or operations such as, but not limited to, exercises, plans, coordination, demonstrations, and instruction in the fields such as, but not limited to health, environmental, transportation, law enforcement, and security for military, and civil agencies. Supports live, constructive, or virtual training.

**Minimum Experience:** 4 years

**Minimum Education:** Bachelor’s

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**Project Manager**

**Functional Responsibility:** Oversees various systems projects of a highly complex nature. Responsible for assembling project team, assigning individual responsibilities, identifying appropriate resources needed, and developing schedule to ensure timely completion of project and meeting deadlines of project. Familiar with the systems scope and project objectives, as well as the role and function of each team member in order to effectively coordinate the activities of the team. Organizes, directs, and manages contract operation support functions, involving multiple, complex and inter-related project tasks. Manages teams of contract support personnel at multiple locations. Maintains and manages the client interface at the senior levels of the client organization. Meets with customer and contractor personnel to formulate and review task plans and deliverable items. Ensures conformance with program task schedules and costs.

**Minimum Experience:** 8 years

**Minimum Education:** Bachelor’s

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**Subject Matter Expert I**

**Functional Responsibility:** Serves as subject matter expert, possessing in-depth knowledge of a particular area, such as business, computer science, engineering, mathematics, or the various sciences. Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation. Participates as needed in all phases of software development with emphasis on the planning, analysis, testing, integration, documentation, and presentation phases. Applies principles, methods and knowledge of the functional area of capability to specific task order requirements.

**Minimum Experience:** 8 years

**Minimum Education:** Bachelor’s
Subject Matter Expert II

Functional Responsibility: Serves as subject matter expert, possessing in-depth knowledge of a particular area, such as business, computer science, engineering, mathematics, or the various sciences. Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation. Participates as needed in all phases of software development with emphasis on the planning, analysis, testing, integration, documentation, and presentation phases. Applies principles, methods and knowledge of the functional area of capability to specific task order requirements, advanced mathematical principles and methods to exceptionally difficult and narrowly defined technical problems in engineering and other scientific applications to arrive at automated solutions.

Minimum Experience: 12 years

Minimum Education: Master’s

Systems Engineer I

Functional Responsibility: Provides analysis related to the design, development, and integration of hardware, software, man-machine interfaces and all system level requirements to provide an integrated IT solution. Develops integrated system test requirement, strategies, devices and systems. Directs overall system level testing.

Minimum Experience: 2 years

Minimum Education: Bachelor’s

Systems Engineer II

Functional Responsibility: Applies an enterprise-wide set of disciplines for the planning, analysis, design and construction of information systems on an enterprise-wide basis or across a major sector of the enterprise. Develops analytical and computational techniques and methodology for problem solutions. Performs enterprise wide strategic systems planning, business information planning, business and analysis. Performs process and data modeling in support of the planning and analysis efforts using both manual and automated tools. Applies reverse engineering and re-engineering disciplines to develop migration strategic and planning documents. Provides technical guidance in software engineering techniques and automated support tools. Develops information retrieval solutions to support client requirements for specified domain subjects, using information retrieval software languages and automated text analysis and extraction techniques.

Minimum Experience: 4 years

Minimum Education: Bachelor’s
**Systems Engineer III**

**Functional Responsibility:** Provides identification/fixing of problems within existing systems, design/implementation of new systems and enhancements of existing systems. Participates in analysis, design and new construction of next generation IT systems. Responsible for understanding the needs of the customers and the realities of commercially available IT products, and creating requirements that will allow implementation by the development team. Adapts functional business requirements and processes to technical solutions based upon comprehensive enterprise application solution sets. Enterprise resource planning and management processes, including but not limited to: knowledge management, investment analysis, data warehousing, e-commerce, return on investment analysis, human resource analysis, material management and logistics, supply chain management, procurement, ordering, manufacturing, decision support, and information dissemination.

**Minimum Experience:** 8 years

**Minimum Education:** Bachelor’s

**Test Engineer**

**Functional Responsibility:** Evaluates, recommends, and implements automated test tools and strategies. Designs, implements, and conducts test and evaluation procedures to ensure system requirements are met. Develops, maintains, and upgrades automated test scripts and architectures for application products. Also writes, implements, and reports status for system test cases for testing. Analyzes test cases and provides regular progress reports. Serves as a specialist providing testing know-how for the support of user requirements of complex to highly complex software/hardware applications. Directs and/or participates in all phases of risk management assessments and software/hardware development with emphasis on analysis of user requirements, test design and test tools selection.

**Minimum Experience:** 2 years

**Minimum Education:** Associate’s

**Experience & Degree Substitution Equivalencies**

Experience exceeding the minimum shown may be substituted for education. Likewise, education exceeding the minimum shown may be substituted for experience.

<table>
<thead>
<tr>
<th>Equivalent Degree</th>
<th>Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School</td>
<td>1 year of relevant experience</td>
</tr>
<tr>
<td>Associate’s</td>
<td>2 years relevant experience</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>Associate’s degree + 2 years relevant experience or 4 years relevant experience</td>
</tr>
<tr>
<td>Master’s</td>
<td>Bachelor’s plus 2 years relevant experience or Associate’s degree + 4 years relevant experience or 6 years relevant experience</td>
</tr>
<tr>
<td>PhD</td>
<td>Master’s + 2 years relevant experience, or Bachelor’s + 4 years relevant experience or Associate’s + 6 years relevant experience or 8 years relevant experience</td>
</tr>
</tbody>
</table>