

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

Special Item No. 132-51 Information Technology Professional Services

SPECIAL ITEM NUMBER 132-51 - INFORMATION TECHNOLOGY (IT) 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 D311 IT Data Conversion Services
- FPDS Code D316 IT Network Management Services
- FPDS Code D317 Creation/Retrieval of IT Related Automated News Services, Data Services, or Other Information Services (All other information services belong under Schedule 76)
- FPDS Code D399 Other Information Technology Services, Not Elsewhere Classified

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 performance by the publisher or manufacturer or one of their authorized agents.

Engineering, Management & Integration, Inc.
485 Spring Park Place, Suite 500
Herndon, VA 20170
703-742-0585
Fax: 703-742-8034
www.Em-i.com

Contract Number: GS-35F-0015W
Period Covered by Contract: October 5, 2009 – January 2, 2015
Current through modification number PO-0009 dated October 3, 2014

General Services Administration
Federal Acquisition Service

Products and ordering information in this Authorized FAS Information Technology Schedule Pricelist are also available on the GSA Advantage! System (<http://www.gsaadvantage.gov>).

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INFORMATION FOR ORDERING ACTIVITIES APPLICABLE TO ALL SPECIAL ITEM NUMBERS

SPECIAL NOTICE TO AGENCIES: Small Business Participation

SBA strongly supports the participation of small business concerns in the Federal Acquisition Service. To enhance Small Business Participation SBA policy allows agencies to include in their procurement base and goals, the dollar value of orders expected to be placed against the Federal Acquisition Schedules, and to report accomplishments against these goals.

For orders exceeding the micropurchase threshold, FAR 8.404 requires agencies to consider the catalogs/pricelists of at least three schedule contractors or consider reasonably available information by using the GSA Advantage!™ on-line shopping service (www.gsaadvantage.gov). The catalogs/pricelists, GSA Advantage!™ and the Federal Acquisition Service Home Page (www.fas.gsa.gov) contain information on a broad array of products and services offered by small business concerns.

This information should be used as a tool to assist ordering activities in meeting or exceeding established small business goals. It should also be used as a tool to assist in including small, small disadvantaged, and women-owned small businesses among those considered when selecting pricelists for a best value determination.

For orders exceeding the micropurchase threshold, customers are to give preference to small business concerns when two or more items at the same delivered price will satisfy their requirement.

1. GEOGRAPHIC SCOPE OF CONTRACT:

Domestic delivery is delivery within the 48 contiguous states, Alaska, Hawaii, Puerto Rico, Washington, DC, and U.S. Territories. Domestic delivery also includes a port or consolidation point, within the aforementioned areas, for orders received from overseas activities.

Overseas delivery is delivery to points outside of the 48 contiguous states, Washington, DC, Alaska, Hawaii, Puerto Rico, and U.S. Territories.

Offerors are requested to check one of the following boxes:

- The Geographic Scope of Contract will be domestic and overseas delivery.
- The Geographic Scope of Contract will be overseas delivery only.
- The Geographic Scope of Contract will be domestic delivery only.

2. CONTRACTOR'S ORDERING ADDRESS AND PAYMENT INFORMATION:

Engineering, Management & Integration, Incorporated
485 Spring Park Place, Suite 500
Herndon, VA 20170

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 will not accept 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.

The following telephone number(s) can be used by ordering activities to obtain technical and/or ordering assistance:

703-742-0585 Attn: Malcolm Slovin

3. LIABILITY FOR INJURY OR DAMAGE

The Contractor shall not be liable for any injury to ordering activity personnel or damage to ordering activity property arising from the use of equipment maintained by the Contractor, unless such injury or damage is due to the fault or negligence of the Contractor.

4. STATISTICAL DATA FOR GOVERNMENT ORDERING OFFICE COMPLETION OF STANDARD FORM 279:

Block 9: G. Order/Modification Under Federal Schedule
Block 16: Data Universal Numbering System (DUNS) Number: 944938331
Block 30: Type of Contractor – B. Other Small Business
Block 31: Woman-Owned Small Business - No
Block 36: Contractor's Taxpayer Identification Number (TIN): 54-1602317

- 4a. CAGE Code: 0ZBX8
- 4b. Contractor has registered with the System for Award Management (SAM) Database.

5. FOB DESTINATION

6. DELIVERY SCHEDULE

- a. **TIME OF DELIVERY:** The Contractor shall deliver to destination within the number of calendar days after receipt of order (ARO), as set forth below:

SPECIAL ITEM NUMBER	DELIVERY TIME (Days ARO)
132-51	As Negotiated

- b. **URGENT REQUIREMENTS:** When the Federal Acquisition Schedule contract delivery period does not meet the bona fide urgent delivery requirements of an ordering activity, ordering activities 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 activity, 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.

7. DISCOUNTS: Prices shown are NET Prices; Basic Discounts have been deducted.

- a. Prompt Payment: 1% Net 20 Days
- b. Government Educational Institutions are offered the same discounts as all other Government customers.

8. TRADE AGREEMENTS ACT OF 1979, as amended:

All items are U.S. made end products, designated country end products, Caribbean Basin country end products, Canadian end products, or Mexican end products as defined in the Trade Agreements Act of 1979, as amended.

9. STATEMENT CONCERNING AVAILABILITY OF EXPORT PACKING: NONE

10. Small Requirements: The minimum dollar value of orders to be issued is \$100.

11. MAXIMUM ORDER (All dollar amounts are exclusive of any discount for prompt payment.)

- a. The Maximum Order value for the following Special Item Numbers (SINs) is \$500,000:
Special Item Number 132-51 - Information Technology Professional Services

12. ORDERING PROCEDURES FOR FEDERAL ACQUISITION SCHEDULE CONTRACTS

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.

- a. FAR 8.405-1 Ordering procedures for supplies, and services not requiring a statement of work.
- b. FAR 8.405-2 Ordering procedures for services requiring a statement of work.

13. FEDERAL INFORMATION TECHNOLOGY/TELECOMMUNICATION STANDARDS REQUIREMENTS: ordering activities acquiring products from this Schedule must comply with the provisions of the Federal Standards Program, as appropriate (reference: NIST Federal Standards Index). Inquiries to determine whether or not specific products listed herein comply with Federal Information Processing Standards (FIPS) or Federal Telecommunication Standards (FED-STDS), which are cited by ordering activities, shall be responded to promptly by the Contractor.

13.1 FEDERAL INFORMATION PROCESSING STANDARDS PUBLICATIONS (FIPS PUBS): Information Technology products under this Schedule that do not conform to Federal Information Processing Standards (FIPS) should not be acquired unless a waiver has been granted in accordance with the applicable "FIPS Publication." Federal Information Processing Standards Publications (FIPS PUBS) are issued by the U.S. Department of Commerce, National Institute of Standards and Technology (NIST), pursuant to National Security Act. Information concerning their availability and applicability should be obtained from the National Technical Information Service (NTIS), 5285 Port Royal Road, Springfield, Virginia 22161. FIPS PUBS include voluntary standards when these are adopted for Federal use. Individual orders for FIPS PUBS should be referred to the NTIS Sales Office, and orders for subscription service should be referred to the NTIS Subscription Officer, both at the above address, or telephone number (703) 487-4650.

13.2 FEDERAL TELECOMMUNICATION STANDARDS (FED-STDS): Telecommunication products under this Schedule that do not conform to Federal Telecommunication Standards (FED-STDS) should not be acquired unless a waiver has been granted in accordance with the applicable "FED-STD." Federal Telecommunication Standards are issued by the U.S. Department of Commerce, National Institute of Standards and Technology (NIST), pursuant to National Security Act. Ordering information and information concerning the availability of FED-STDS should be obtained from the GSA, Federal Acquisition Service, Specification Section, 470 East L'Enfant Plaza, Suite 8100, SW, Washington, DC 20407, telephone number (202)619-8925. Please include a self-addressed mailing label when requesting information by mail. Information concerning their applicability can be obtained by writing or calling the U.S. Department of Commerce, National Institute of Standards and Technology, Gaithersburg, MD 20899, telephone number (301)975-2833.

14. CONTRACTOR TASKS / SPECIAL REQUIREMENTS (C-FSS-370) (NOV 2003)

- (a) Security Clearances: The Contractor may be required to obtain/possess varying levels of security clearances in the performance of orders issued under this contract. All costs associated with obtaining/possessing such security clearances should be factored into the price offered under the Multiple Award Schedule.
- (b) Travel: The Contractor may be required to travel in performance of orders issued under this contract. Allowable travel and per diem charges are governed by Pub .L. 99-234 and FAR Part 31, and are reimbursable by the ordering agency or can be priced as a fixed price item on orders placed under the Multiple Award Schedule. Travel in performance of a task order will only be reimbursable to the extent authorized by the ordering agency. The Industrial Funding Fee does NOT apply to travel and per diem charges.
- (c) Certifications, Licenses and Accreditations: As a commercial practice, the Contractor may be required to obtain/possess any variety of certifications, licenses and accreditations for specific FSC/service code classifications offered. All costs associated with obtaining/ possessing such certifications, licenses and accreditations should be factored into the price offered under the Multiple Award Schedule program.

- (d) Insurance: As a commercial practice, the Contractor may be required to obtain/possess insurance coverage for specific FSC/service code classifications offered. All costs associated with obtaining/possessing such insurance should be factored into the price offered under the Multiple Award Schedule program.
- (e) Personnel: The Contractor may be required to provide key personnel, resumes or skill category descriptions in the performance of orders issued under this contract. Ordering activities may require agency approval of additions or replacements to key personnel.
- (f) Organizational Conflicts of Interest: Where there may be an organizational conflict of interest as determined by the ordering agency, the Contractor's participation in such order may be restricted in accordance with FAR Part 9.5.
- (g) Documentation/Standards: The Contractor may be requested to provide products or services in accordance with rules, regulations, OMB orders, standards and documentation as specified by the agency's order.
- (h) Data/Deliverable Requirements: Any required data/deliverables at the ordering level will be as specified or negotiated in the agency's order.
- (i) Government-Furnished Property: As specified by the agency's order, the Government may provide property, equipment, materials or resources as necessary.
- (j) Availability of Funds: Many Government agencies' operating funds are appropriated for a specific fiscal year. Funds may not be presently available for any orders placed under the contract or any option year. The Government's obligation on orders placed under this contract is contingent upon the availability of appropriated funds from which payment for ordering purposes can be made. No legal liability on the part of the Government for any payment may arise until funds are available to the ordering Contracting Officer.
- (k) Overtime: For professional services, the labor rates in the Schedule should not vary by virtue of the Contractor having worked overtime. For services applicable to the Service Contract Act (as identified in the Schedule), the labor rates in the Schedule will vary as governed by labor laws (usually assessed a time and a half of the labor rate).

15. CONTRACT ADMINISTRATION FOR ORDERING ACTIVITIES: Any ordering activity, with respect to any one or more delivery orders placed by it under this contract, may exercise the same rights of termination as might the GSA Contracting Officer under provisions of FAR 52.212-4, paragraphs (l) Termination for the ordering activity's convenience, and (m) Termination for Cause (See 52.212-4)

16. GSA ADVANTAGE!

GSA Advantage! is an on-line, interactive electronic information and ordering system that provides on-line access to vendors' schedule prices with ordering information. GSA Advantage! will allow the user to perform various searches across all contracts including, but not limited to:

- (1) Manufacturer;
- (2) Manufacturer's Part Number; and
- (3) Product categories.

Agencies can browse GSA Advantage! by accessing the Internet World Wide Web utilizing a browser (ex.: NetScape). The Internet address is <http://www.gsaadvantage.gov>

17. PURCHASE OF OPEN MARKET ITEMS

NOTE: Open Market Items are also known as incidental items, noncontract items, non-Schedule items, and items not on a Federal Acquisition Schedule contract. ODCs (Other Direct Costs) are not part of this contract and should be treated as open market purchases. Ordering Activities procuring open market items must follow FAR 8.402(f).

For administrative convenience, an ordering activity contracting officer may add items not on the Federal Acquisition Multiple Award Schedule (MAS) -- referred to as open market items -- to a Federal Acquisition Schedule blanket purchase agreement (BPA) or an individual task or delivery order, **only if-**

- (1) All applicable acquisition regulations pertaining to the purchase of the items not on the Federal Acquisition Schedule have been followed (e.g., publicizing (Part 5), competition requirements (Part 6), acquisition of commercial items (Part 12), contracting methods (Parts 13, 14, and 15), and small business programs (Part 19));
- (2) The ordering activity contracting officer has determined the price for the items not on the Federal Acquisition Schedule is fair and reasonable;
- (3) The items are clearly labeled on the order as items not on the Federal Acquisition Schedule; and
- (4) All clauses applicable to items not on the Federal Acquisition Schedule are included in the order.

18. CONTRACTOR COMMITMENTS, WARRANTIES AND REPRESENTATIONS

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

- (1) Time of delivery/installation quotations for individual orders;
- (2) 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.
- (3) Any representations and/or warranties concerning the products made in any literature, description, drawings and/or specifications furnished by the Contractor.

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

19. OVERSEAS ACTIVITIES

The terms and conditions of this contract shall apply to all orders for installation, maintenance and repair of equipment in areas listed in the pricelist outside the 48 contiguous states and the District of Columbia, except as indicated below:

None

Upon request of the Contractor, the ordering activity may provide the Contractor with logistics support, as available, in accordance with all applicable ordering activity regulations. Such ordering activity support will be provided on a reimbursable basis, and will only be provided to the Contractor's technical personnel whose services are exclusively required for the fulfillment of the terms and conditions of this contract.

20. BLANKET PURCHASE AGREEMENTS (BPAs)

The use of BPAs under any schedule contract to fill repetitive needs for supplies or services is allowable. BPAs may be established with one or more schedule contractors. The number of BPAs to be established is within the discretion of the ordering activity establishing the BPA and should be based on a strategy that is expected to maximize the effectiveness of the BPA(s). Ordering activities shall follow FAR 8.405-3 when creating and implementing BPA(s).

21. CONTRACTOR TEAM ARRANGEMENTS

Contractors participating in contractor team arrangements must abide by all terms and conditions of their respective contracts. This includes compliance with Clauses 552.238-74, Industrial Funding Fee and Sales Reporting, i.e., each contractor (team member) must report sales and remit the IFF for all products and services provided under its individual contract.

22. INSTALLATION, DEINSTALLATION, REINSTALLATION

The Davis-Bacon Act (40 U.S.C. 276a-276a-7) provides that contracts in excess of \$2,000 to which the United States or the District of Columbia is a party for construction, alteration, or repair (including painting and decorating) of public buildings or public works with the United States, shall contain a clause that no laborer or mechanic employed directly upon the site of the work shall received less than the prevailing wage rates as determined by the Secretary of Labor. The requirements of the Davis-Bacon Act do not apply if the construction work is incidental to the furnishing of supplies, equipment, or services. For example, the requirements do not apply to simple installation or alteration of a public building or public work that is incidental to furnishing supplies or equipment under a supply contract. However, if the construction, alteration or repair is segregable and exceeds \$2,000, then the requirements of the Davis-Bacon Act applies.

The ordering activity issuing the task order against this contract will be responsible for proper administration and enforcement of the Federal labor standards covered by the Davis-Bacon Act. The proper Davis-Bacon wage determination will be issued by the ordering activity at the time a request for quotations is made for applicable construction classified installation, deinstallation, and reinstallation services under SIN 132-8 or 132-9.

23. 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:

www.em-i.com

The EIT standard can be found at: www.Section508.gov/.

24. PRIME CONTRACTOR ORDERING FROM FEDERAL ACQUISITION SCHEDULES.

Prime Contractors (on cost reimbursement contracts) placing orders under Federal Acquisition Schedules, on behalf of an ordering activity, shall follow the terms of the applicable schedule and authorization and include with each order –

- (a) A copy of the authorization from the ordering activity with whom the contractor has the prime contract (unless a copy was previously furnished to the Federal Acquisition Schedule contractor); and
- (b) The following statement:

This order is placed under written authorization from _____ dated _____. In the event of any inconsistency between the terms and conditions of this order and those of your Federal Acquisition Schedule contract, the latter will govern.

25. INSURANCE—WORK ON A GOVERNMENT INSTALLATION (JAN 1997)(FAR 52.228-5)

- (a) The Contractor shall, at its own expense, provide and maintain during the entire performance of this contract, at least the kinds and minimum amounts of insurance required in the Schedule or elsewhere in the contract.
- (b) Before commencing work under this contract, the Contractor shall notify the Contracting Officer in writing that the required insurance has been obtained. The policies evidencing required insurance shall contain an endorsement to the effect that any cancellation or any material change adversely affecting the Government's interest shall not be effective—
 - (1) For such period as the laws of the State in which this contract is to be performed prescribe; or
 - (2) Until 30 days after the insurer or the Contractor gives written notice to the Contracting Officer, whichever period is longer.
- (c) The Contractor shall insert the substance of this clause, including this paragraph (c), in subcontracts under this contract that require work on a Government installation and shall require subcontractors to provide and maintain the insurance required in the Schedule or elsewhere in the contract. The Contractor shall maintain a copy of all subcontractors' proofs of required insurance, and shall make copies available to the Contracting Officer upon request.

26. SOFTWARE INTEROPERABILITY.

Offerors are encouraged to identify within their software items any component interfaces that support open standard interoperability. An item's interface may be identified as interoperable on the basis of participation in a Government agency-sponsored program or in an independent organization program. Interfaces may be identified by reference to an interface registered in the component registry located at <http://www.core.gov>.

27. ADVANCE PAYMENTS

A payment under this contract to provide a service or deliver an article for the United States Government may not be more than the value of the service already provided or the article already delivered. Advance or pre-payment is not authorized or allowed under this contract. (31 U.S.C. 3324)



**TERMS AND CONDITIONS APPLICABLE TO INFORMATION TECHNOLOGY (IT)
PROFESSIONAL SERVICES
(SPECIAL ITEM NUMBER 132-51)**

1. SCOPE

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

The Inspection of Services–Fixed Price (AUG 1996) (Deviation 1 – 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 (May 2001) (Deviation 1 – 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 – 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 (OCT 2008) (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 (OCT 2008) (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 – LABOR CATEGORY DESCRIPTIONS

Application Engineer 1

Minimum/General Experience: Two (2) years experience in an engineering or analytical discipline.

Functional Responsibility: Analyzes functional business applications and design specifications for functional activities. Develops block diagrams and logic flow charts. Translates detailed design into computer software. Tests, debugs, and refines the computer software to produce the required product. Prepares required documentation, including both program-level and user-level documentation.

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

Application Engineer 2

Minimum/General Experience: Four (4) years experience in an engineering or analytical discipline

Functional Responsibility: Analyzes functional business applications and design specifications for functional activities. Develops block diagrams and logic flow charts. Translates detailed design into computer software. Tests, debugs, and refines the computer software to produce the required product. Prepares required documentation, including both program-level and user-level documentation. Enhances software to reduce operating time or improve efficiency. Provides technical direction to programmers to ensure program deadlines are met.

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

Chief IT Analyst 1

Minimum/General Experience: Three (3) years experience in an engineering or analytical discipline.

Functional Responsibility: Technically skilled in the application of engineering disciplines including, finance, accounting, computer science, and systems engineering. Conducts analysis of system requirements, allocates requirements to systems/subsystems, and captures results in high level designs. Provides technical findings in reports and presentations. Participates in technical working groups and integrated product teams (IPTs).

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

Chief IT Analyst 2

Minimum/General Experience: Five (5) years experience in an engineering or analytical discipline.

Functional Responsibility: Technically skilled in the application of engineering disciplines including, finance, accounting, computer science, and systems engineering. Conducts analysis of system requirements, allocates requirements to systems/subsystems, and captures results in functional and technical designs. Provides technical findings in reports and presentations. Leads and participates in technical working groups and integrated product teams (IPTs).

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

Chief IT Analyst 3

Minimum/General Experience: Seven (7) years experience in an engineering or analytical discipline.

Functional Responsibility: Technical leader skilled in the application of engineering disciplines including, finance, accounting, computer science, and systems engineering. Conducts analysis of system requirements, allocates requirements to systems/subsystems, and captures results in detailed functional and technical designs that support

direct implementation of information technology solutions. Leads and provides technical findings in reports and presentations. Leads and participates in technical working groups and integrated product teams (IPTs).

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

Chief IT Analyst 4

Minimum/General Experience: Nine (9) years experience in an engineering or analytical discipline.

Functional Responsibility: Technical leader skilled in the application of engineering disciplines including, finance, accounting, computer science, and systems engineering. Conducts technical and business analysis of system requirements, allocates requirements to systems/subsystems, conducts detailed functional and technical designs, and generates documentation that supports direct implementation of information technology solutions. Leads and provides technical findings in reports and presentations. Leads and participates in technical working groups and integrated product teams (IPTs). Responsible for Quality Assurance on designated programs.

Minimum Education: Bachelors Degree (Masters preferred) or equivalent experience in field related to task.

Chief IT Analyst 5

Minimum/General Experience: Eleven (11) years experience in an engineering or analytical discipline.

Functional Responsibility: Technical leader skilled in the application of engineering disciplines including, finance, accounting, computer science, and systems engineering. Conducts technical and business analysis of system requirements, allocates requirements to systems/subsystems, conducts detailed functional and technical designs, and generates documentation (e.g., business case analysis, system requirements document) that supports acquisition and direct implementation of information technology solutions. Leads and provides technical findings in reports and presentations. Leads and participates in technical working groups and integrated product teams (IPTs). Responsible for Quality Assurance on designated programs.

Minimum Education: Bachelors Degree (Masters preferred) or equivalent experience in field related to task.

Chief IT Analyst 6

Minimum/General Experience: Thirteen (13) years experience in an engineering or analytical discipline.

Functional Responsibility: EM&I corporate leader skilled in the application of engineering disciplines including, finance, accounting, computer science, and systems engineering. Leads the conduct of technical and business analysis of system requirements, allocates requirements to systems/subsystems, conducts detailed functional and technical designs, and generates documentation (e.g., business case analysis, system requirements document) that supports acquisition and direct implementation of information technology solutions. Leads preparation of reports and presentations. Leads and participates in technical working groups and integrated product teams (IPTs). Responsible for Quality Assurance on designated programs.

Minimum Education: Bachelors Degree (Masters preferred) or equivalent experience in field related to task.

Chief IT Engineer

Minimum/General Experience: Five (5) years experience in Engineering, Physical Sciences, Operations Research, Mathematics, Computer Science, Information Systems or other related scientific or technical discipline. At least three years specialized in the application of engineering disciplines including communications, computer science, and systems engineering.

Functional Responsibility: Technical lead for complex task order (or a group of task orders affecting a common or standard system family). Under the guidance of the Program Manager, responsible for the technical management of the specific task order(s) and ensuring that the technical solutions and schedules in the task order are implemented

in a timely manner. Provides technical findings in reports and presentations. Leads and participates in technical working groups and integrated product teams (IPTs).

Minimum Qualifications: Bachelors Degree (Masters preferred) or equivalent experience in field related to task.

Data Standardization Specialist 1

Minimum/General Experience: Three (3) years experience in areas including building and/or maintaining data/information repositories for organizations that use information engineering concepts and enterprise, data and process modeling in the identification and development of standardized objects. General experience includes technical writing in enterprise, process, and/or data modeling.

Functional Responsibility: Provides technical support in the evaluation of prime object names, data elements, and other objects. Evaluates proposed objects and their attributes. Ensures that proposed object definitions are clear, concise, technically correct, and that they represent singular concepts. Ensures that the values of object attributes and domains are accurate and correct. Ensures that the proposed objects are consistent with data and process models.

Minimum Qualifications: Bachelors Degree or equivalent experience in field related to task.

Data Standardization Specialist 2

Minimum/General Experience: Six (6) years experience in areas including building and/or maintaining data/information repositories for organizations that use information engineering concepts and enterprise, data and process modeling in the identification and development of standardized objects. General experience includes technical writing in enterprise, process, and/or data modeling. Demonstrated ability to lead groups of other data standardization specialists under only general direction.

Functional Responsibility: Provides technical support in the evaluation of prime object names, data elements, and other objects. Evaluates proposed objects and their attributes. Ensures that proposed object definitions are clear, concise, technically correct, and that they represent singular concepts. Ensures that the values of object attributes and domains are accurate and correct. Ensures that the proposed objects are consistent with data and process models. Reviews and approves products generated by other data standardization specialists.

Minimum Qualifications: Bachelors Degree or equivalent experience in field related to task.

Enterprise Systems Analyst 1

Minimum/General Experience: Two (2) years of experience in areas such as functional and data requirement analysis; business process re-engineering; system analysis and design; programming; and program design.

Functional Responsibility: Clearly defines business practices for integration into the client enterprise-wide business and technical systems. Identifies potential problems and solutions through analysis identifying recommended solutions. Works with functional specialists, automation specialists, contractors, vendors, and customers to effectively reflect customer requirements in automated applications. Acts as a focal point for coordinating all disciplines in recommended solutions. Applies state-of-the-art tools to effectively automate client applications.

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

Enterprise Systems Quality Assurance Exec.

Minimum/General Experience: Eight (8) years relevant experience. Proven experience and expertise in the development, implementation, and technical support of relevant information system, business process, or mission areas to include responsibility for quality performance and results. Certification in applicable standards (e.g., Information System Maturity Model and ISO) may be required as well as proven expertise in applicable statistical

theories and practices. Familiarity with necessary business software applications and awareness of information infrastructure capabilities needed to access information that is to be reviewed and to support the delivery of quality support services.

Functional Responsibility: Analyzes enterprise-wide or large scale information systems and business process requirements. Applies process improvement practices to re-engineer components of information systems and business methodologies. Researches and proposes standards for information systems, business processes and procedures. Develops information system and business process component models. Assists with plans, analyzes, designs, and construction of Quality Programs to provide comprehensive Quality Assurance (QA), Quality Control (QC), Quality Improvement (QI), testing, and inspection services throughout the enterprise-wide information system and business process life-cycle. Includes statistical baselining and metrics applicable to Quality Program objectives. Provides guidance and multi-disciplined technical leadership to evaluate the client's needs and create cost-effective Quality Solutions.

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

Enterprise Systems Solution Master

Minimum/General Experience: Eight (8) years relevant experience. Specific areas of expertise include: business area-specific functional product and process requirements analysis, systems analysis, design and engineering, and documentation. Demonstrated experience in specified mission area or business process projects, written and oral communications skills including conducting formal presentations. Ability to work independently or with only general guidance and direction.

Functional Responsibility: Provides support and analysis for the delivery of technical and business solutions that optimize an organization's resources with mission requirements and future technology developments. Produces business solution models, and technical work products that establish system information requirements for 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. Ensures these systems are compatible and in compliance with the standards for open systems architectures, the Open Systems Interconnection (OSI) and International Standards Organization (ISO) reference models and profiles of standards - such as Institute of Electrical and Electronic Engineers (IEEE) Open Systems Environment (OSE) reference model - as they apply to the implementation and specification of Information Management (IM) solution of the application platform, across the application program interface (API) and the external environment/software application. Evaluates analytically and systematically problems of workflows, organization and planning and develops appropriate corrective action. Provides daily supervision and direction to staff.

Minimum Education: Bachelors Degree (Masters preferred) or equivalent experience in field related to task.

IT Analyst 1

Minimum/General Experience: Two (2) years experience in an engineering or analytical discipline.

Functional Responsibility: Provides technical support on designated tasks. Working level skill in the application of engineering and analytical disciplines including, finance, accounting, computer science, and systems engineering. Contributes to technical findings and provides inputs to reports and presentations.

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

IT Analyst 2

Minimum/General Experience: Five (5) years experience in an engineering or analytical discipline.

Functional Responsibility: Provides technical support on designated tasks. Intermediate level skill in the application of engineering and analytical disciplines including, finance, accounting, computer science, and systems engineering. Works as a member of a group and contributes to technical findings and provides inputs to reports and presentations. Limited participation in technical working groups and integrated product teams (IPTs).

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

IT Analyst 3

Minimum/General Experience: Seven (7) years experience in an engineering or analytical discipline.

Functional Responsibility: Intermediate level skill in the application of engineering and analytical disciplines including, finance, accounting, computer science, and systems engineering. May lead a group of other analysts in the support of designated tasks. Prepares technical findings and provides inputs to reports and presentations. Can serve as the Assistant Lead for participation in technical working groups and integrated product teams (IPTs).

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

IT Analyst 4

Minimum/General Experience: Nine (9) years experience in an engineering or analytical discipline.

Functional Responsibility: Advanced skills in the application of engineering and analytical disciplines including, finance, accounting, computer science, and systems engineering. Leads a group of other analysts in the support of designated tasks. Responsible for technical findings and inputs to reports and presentations. Leads participation in technical working groups and integrated product teams (IPTs).

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

IT Consultant 1

Minimum/General Experience: Three (3) years of experience consulting in appropriate information technology areas at a high technical, business, and program level for teams to accomplish customer sponsored projects.

Functional Responsibility: Provides leadership in problem definition, identification of avenues of approach, identification of applicable resources, and execution of tasks across multiple segments of information technology system projects. Provides services related to analysis, design, facilitation, change management, process improvements, market research and analysis, writing reports, and preparing presentations.

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

IT Consultant 2

Minimum/General Experience: Eight (8) years of experience consulting in the appropriate areas with leadership at a high technical, business, and programmatic level. Possesses relevant supervisory and project management experience.

Functional Responsibility: Provides leadership as a recognized authority across multiple areas of expertise directly related to the subject task at a high level for teams to accomplish customer sponsored projects. Provides leadership in problem definition, identification of avenues of approach, identification of applicable resources, and execution of tasks across multiple segments of information technology system projects. Provides services related to process improvement methods, information system development methods and practices, strategic planning, change management, business management techniques, organizational development, and facilitation.

Minimum Education: Bachelors Degree (Masters preferred) or equivalent experience in field related to task.

IT Engineer

Minimum/General Experience: Two (2) years experience in areas including hardware and software design and development, system engineering, business process re-engineering, and other analytical disciplines.

Functional Responsibility: Provides technical support on designated tasks. Under guidance from senior technical resources, applies engineering and analytical skills to finance, accounting, computer science, and systems engineering tasks. Contributes to technical findings and provides inputs to reports and presentations.

Minimum Qualifications: Bachelors Degree or equivalent experience in field related to task.

IT Subject Matter Expert, Level 1

Minimum/General Experience: Two (2) years experience in field of expertise.

Functional Responsibility: Provides expert analyses by applying specialized business, technical, acquisition, operational, and/or financial management knowledge and expertise to the specific functional tasks required in the call order. Applies principles, methods and knowledge of the functional and technical areas of expertise to specific call order requirements.

Minimum Education: Bachelors Degree (Masters preferred) or equivalent experience in field related to task.

IT Subject Matter Expert, Level 2

Minimum/General Experience: Four (4) years experience in field of expertise.

Functional Responsibility: Provides expert analyses by applying specialized business, technical, acquisition, operational, and/or financial management knowledge and expertise to the specific functional tasks required in the call order. Applies principles, methods and knowledge of the functional areas of expertise to specific call order requirements. Participates in cross-functional groups focused on solving specific problems identified in call orders.

Minimum Education: Bachelors Degree (Masters preferred) or equivalent experience in field related to task.

IT Subject Matter Expert, Level 3

Minimum/General Experience: Six (6) years experience in field of expertise.

Functional Responsibility: EM&I expert providing guidance and analyses in specialized business, technical, engineering, acquisition, operational, and/or financial management knowledge to specific functional tasks required in the call order. Applies principles, methods and knowledge of the functional areas of expertise to specific call order requirements. May lead groups of analysts or other subject matter experts.

Minimum Education: Bachelors Degree (Masters preferred) or equivalent experience in field related to task.

IT Subject Matter Expert, Level 4

Minimum/General Experience: Eight (8) years experience in field of expertise.

Functional Responsibility: EM&I expert providing guidance and analyses in specialized business, technical, engineering, acquisition, operational, and/or financial management knowledge to specific functional tasks required in the call order. Applies principles, methods and knowledge of the functional areas of expertise to specific call order requirements. Participates in integrated product teams (IPTs) assembled to address complex information technology system requirements.

Minimum Education: Bachelors Degree (Masters preferred) or equivalent experience in field related to task.

IT Subject Matter Expert, Level 5

Minimum/General Experience: Twelve (10) years experience in field of expertise.

Functional Responsibility: EM&I expert providing guidance and analyses in specialized business, technical, engineering, acquisition, operational, and/or financial management knowledge to specific functional tasks required in the call order. Applies principles, methods and knowledge of the functional areas of expertise to specific call order requirements. Leads integrated product teams (IPTs) assembled to address complex information technology system requirements. Provides and presents detailed findings to senior level professionals.

Minimum Education: Bachelors Degree (Masters preferred) or equivalent experience in field related to task.

IT Specialist

Minimum/General Experience: Two (2) years of experience. Shall be experienced in the design, support, or maintenance of complex computer networking systems. Should be well versed in several network topologies including LAN, communication/INTERNET technologies, LAN/WAN technologies, server, and PC technologies. Appropriate technical training and experience, with experience as a CNE or ECNE desirable.

Functional Responsibility: Evaluates communication hardware and software, troubleshoots LAN/MAN/WAN and other network-related problems, and provides technical expertise for performance and configuration of networks. Performs and supervises general voice and data network administration, provides technical leadership in the integration and testing of complex large-scale networks. Schedules network conversions and cutovers. Oversees network control center. Supervises maintenance of network systems, including PBXs, ACDs, routers, bridges, multiplexers, LAN hubs, and ATM switches. Coordinates with all responsible users and sites.

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

Jr Computer Systems Analyst

Minimum/General Experience: Two (2) years experience in an information systems or computer science discipline.

Functional Responsibility: Analyzes information requirements. Evaluates analytically and systematically problems of workflow, organization, and planning and assists senior level professionals develop appropriate corrective action. Helps develop plans for automated information systems from project inception to conclusion. Defines the problem, and develops system requirements and program specifications, from which programmers prepare detailed flow charts, programs, and tests. Under the supervision of a senior level professional, coordinates closely with programmers to ensure proper implementation of program and system specifications. Develops, in conjunction with functional users, system alternative solutions.

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

Network Consulting Engineer

Minimum/General Experience: Fifteen (15) years specialized experience in the application of Internet Technology to meet the business needs of large services organizations. Specialized experience in Enterprise Security Management, network security, encryption technology, firewalls, Virtual Private Networks (VPNs), routers, scanning tools and intrusion detection technology.

Functional Responsibility: Addresses work processes, new systems, and project coordination. Analyzes feasibility and requirements of enterprise information systems. Plans and coordinates enterprise information system implementations and computer network installations. Directs ongoing operations, maintenance and infrastructure security for enterprise LANs. Applies sound business judgments, decisiveness, and well-developed planning, analytical, and communication skills.

Minimum Qualifications: Bachelors Degree (Masters preferred) or equivalent experience in field related to task.

Principal Integration Engineer 1

Minimum/General Experience: Five (5) years experience is the assessment and understanding of functional/technical relationships of system concepts, including operational, hardware/software, and standards.

Functional Responsibility: Analyzes user needs to determine technical, functional and cross-functional requirements. Performs functional allocation to identify required tasks and their interrelationships. Participates in solution synthesis, strategic planning, concept of operations development, and modeling and simulation.

Minimum Education: Bachelors Degree (Masters preferred) or equivalent experience in field related to task.

Principal Integration Engineer 2

Minimum/General Experience: Seven (7) years experience is the assessment and understanding of functional/technical relationships of system concepts, including operational, hardware/software, and standards across enterprise-wide information systems.

Functional Responsibility: Analyzes user needs to determine technical, functional and cross-functional requirements. Performs functional allocation to identify required tasks and their interrelationships across systems, agencies, and communities of interest. Participates in solution synthesis, strategic planning, concept of operations development, and modeling and simulation.

Minimum Education: Bachelors Degree (Masters preferred) or equivalent experience in field related to task.

Principal Integration Engineer 3

Minimum/General Experience: Nine (9) years experience in the assessment and understanding of functional/technical relationships of system concepts, including operational, hardware/software, and standards across enterprise-wide information systems.

Functional Responsibility: Analyzes user needs to determine technical, functional and cross-functional requirements. Leads functional allocation to identify required tasks and their interrelationships across systems, agencies, and communities of interest. Leads solution synthesis, strategic planning, concept of operations development, and modeling and simulation.

Minimum Education: Bachelors Degree (Masters preferred) or equivalent experience in field related to task.

Principal IT Scientist

Minimum/General Experience: Twelve (12) years experience in the enterprise-wide assessment and understanding of operational and functional baselines of organizations and their corresponding organizational components, as related to their mission-enabling information technology resources.

Functional Responsibility: Recognized for strong expertise in industry issues and trends. Works with senior managers and executives to provide industry leading information technology 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 strategy sessions, strategic assessments, high-level enterprise designs and design reviews to validate enterprise approach and associated work products. Provides guidance and direction to other professionals, acts in a consulting and/or advisory capacity; coordinates resolution of highly complex problems and tasks, possesses ability to meet and operate under deadlines.

Minimum Education: Bachelors Degree (Masters preferred) or equivalent experience in field related to task.

Program Control Specialist

Minimum/General Experience: Seven (7) years experience in the area of project and contract management.

Functional Responsibility: Directs all financial management and administrative activities of information technology system acquisitions and implementations, such as budgeting, manpower and resource planning and financial reporting. Performs complex evaluations of existing procedures, processes, techniques, models, and/or systems related to management problems or contractual issues, which would require a report and recommend solutions. Develops work breakdown structures, prepare charts, tables, graphs, and diagrams to assist in analyzing problems. Provides daily supervision and direction to staff.

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

Program Manager 1

Minimum/General Experience: Nine (9) years of experience performing program management support, providing guidance and direction, and ensuring that all effort is successfully completed in accordance with task requirements.

Functional Responsibility: Plans, directs, and coordinates administrative activities, program control, and supervision of personnel involved in support provided under tasking. Knowledge of and experience in requirements definition, work planning, budget control, and communication methods and procedures required. Must be able to understand requirements of the type for tasks to be performed, review and evaluate all work performed, provide direction, and ensure compliance with all customer requirements and policies.

Minimum Education: Bachelors Degree (Masters preferred) or equivalent experience in field related to task.

Program Manager 2

Minimum/General Experience: Twelve (12) years progressive management experience performing management support, providing guidance and direction, and ensuring that all effort is successfully completed in accordance with task requirements. PMP certification desirable.

Functional Responsibility: Plans, directs, and coordinates administrative activities, program control, and supervision of personnel involved in support provided under tasking. Knowledge of and experience in requirements definition, work planning, budget control, and communication methods and procedures required. Must be able to understand requirements of the type for tasks to be performed, review and evaluate all work performed, provide direction, and ensure compliance with all customer requirements and policies. Primary liaison between the government contract office and EM&I's corporate management.

Minimum Education: Bachelors Degree (Masters preferred) or equivalent experience in field related to task.

Program Manager 3

Minimum/General Experience: Fifteen (15) years of progressive management experience on complex enterprise-wide programs performing management support, providing guidance and direction, and ensuring that all effort is successfully completed in accordance with task requirements. PMP certification desirable.

Functional Responsibility: Plans, directs, and coordinates administrative activities, program control, and supervision of personnel involved in support provided under tasking. Knowledge of and experience in requirements definition, work planning, budget control, and communication methods and procedures required. Must be able to understand requirements of the type for tasks to be performed, review and evaluate all work performed, provide direction, and ensure compliance with all customer requirements and policies. Primary liaison between the government contract office and EM&I's corporate management.

Minimum Education: Bachelors Degree (Masters preferred) or equivalent experience in field related to task.

Sr. Application Engineer 1

Minimum/General Experience: Five (5) years experience in an engineering or analytical discipline.

Functional Responsibility: Analyzes and studies system requirements. Designs system and subsystem software and manages their implementation. Estimates software development costs and schedule. Uses formal specifications, data flow diagrams, other accepted design techniques and Computer Aided Software Engineering (CASE) tools. Reviews existing programs and assists in making refinements, reducing operating time, and improving current techniques.

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

Sr. Application Engineer 2

Minimum/General Experience: Seven (7) years experience in an engineering or analytical discipline.

Functional Responsibility: Analyzes and studies complex system requirements. Designs software tools and subsystems to support software reuse and domain analyses, and manages their implementation. Manages software development and support using formal specifications, data flow diagrams, other accepted design techniques and Computer Aided Software Engineering (CASE) tools. Reviews existing programs and assists in making refinements, improving current techniques and implementation efficiencies. Supervises software configuration management.

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

Senior IT Analyst 1

Minimum/General Experience: Three (3) years experience in the areas of system development life cycle management (LCM) activities supporting information technology system acquisitions.

Functional Responsibility: Applies life-cycle management (LCM), engineering, and analytical disciplines to the system development life cycle management activities of system acquisitions. Participates in technical working groups and integrated product teams (IPTs). Under specific guidance, conducts technical analyses and participates in IPTs focusing on preparation of system LCM documentation, briefings, and support documentation.

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

Senior IT Analyst 2

Minimum/General Experience: Five (5) years experience in the areas of system development life cycle management (LCM) activities supporting system acquisitions.

Functional Responsibility: Applies LCM, engineering, and analytical disciplines to the system development life cycle management activities of system acquisitions. Participates in technical working groups and integrated product teams (IPTs). Conducts technical analyses to ensure compliance with LCM guidance, and participates in IPTs focusing on preparation of system LCM documentation, briefings, and support documentation.

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

Senior IT Analyst 3

Minimum/General Experience: Eight (8) years experience in the areas of system development life cycle management (LCM) activities supporting system acquisitions.

Functional Responsibility: Applies LCM, engineering, and analytical disciplines to the system development life cycle management activities of complex system acquisitions. Leads technical working groups and integrated product

teams (IPTs). Leads the conduct of technical analyses, review of technical documentation for compliance, and IPTs focusing on preparation of system LCM documentation, briefings, and support documentation.

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

Senior IT Consultant 1

Minimum/General Experience: Ten (10) years experience in systems analysis and integration, strategic planning, business area planning and definition, and corporate and enterprise-wide migration of information technology solutions.

Functional Responsibility: Performs information management strategic planning, infrastructure analysis and integration planning, and enterprise level business evolution definition and planning. Prepares presentations to communicate results to target audiences and communities of interest. Communicates results via verbal and written presentations to corporate agency management.

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

Senior IT Consultant 2

Minimum/General Experience: Twelve (12) years experience in systems analysis and integration, strategic planning, business area planning and definition, and corporate and enterprise-wide migration of information technology solutions.

Functional Responsibility: Performs information management strategic planning, infrastructure analysis and integration planning, and enterprise level business evolution definition and planning. Synthesizes cross-domain integrated information technology solution designs addressing mission-critical applications for organizational needs. Prepares presentations to communicate results to target audiences and communities of interest. Communicates results via verbal and written presentations to corporate agency management.

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

Senior IT Consultant 3

Minimum/General Experience: Fifteen (15) years experience in systems analysis and integration, strategic planning, business area planning and definition, and corporate and enterprise-wide migration of information technology solutions.

Functional Responsibility: Performs information management strategic planning, infrastructure analysis and integration planning, and enterprise level business evolution definition and planning. Synthesizes cross-domain integrated information technology solution designs addressing mission-critical applications for organizational needs. As part of the design synthesis, leads multi-skilled teams to identify and document architectural elements from an operational, system, and technical perspective as required by the DoD architecture framework (DODAF). Prepares presentations to communicate results to target audiences and communities of interest. Communicates results via verbal and written presentations to corporate agency management.

Minimum Education: Bachelors Degree (Masters preferred) or equivalent experience in field related to task.

Senior IT Consultant 4

Minimum/General Experience: Seventeen (17) years of experience consulting in the appropriate areas with leadership at a high technical, business, and programmatic level. Possesses progressive management experience and extensive supervisory and project management experience.

Functional Responsibility: Provides leadership as a recognized authority across multiple areas of expertise directly related to the subject task at a high level for teams to accomplish customer sponsored projects. Provides leadership in problem definition, identification of avenues of approach, design synthesis, identification of applicable

resources, and execution of tasks within the project. Provides services related to process improvement methods, strategic planning, change management, business management techniques, organizational development, facilitation, and information system development methods and practices.

Minimum Education: Bachelors Degree (Masters preferred) or equivalent experience in field related to task.

Senior IT Engineer 1

Minimum/General Experience: Seven (7) years experience in one or more of the following: systems analysis; operations analysis; organizational development, long range planning and forecasting; software application development; modeling, simulation, and development; architecture, infrastructure and standards development; system performance metrics development; and CASE and IE tools and methods.

Functional Responsibility: Applies business process improvement practices to modernization projects. Applies, as appropriate, activity and data modeling transaction flow analysis; internal control and risk analysis; modern business methods; and performance measurement techniques. Contributes to technical findings and provides inputs to reports and presentations. Communicates results via verbal and written presentations.

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

Senior IT Engineer 2

Minimum/General Experience: Twelve (12) years experience in one or more of the following: systems analysis; operations analysis; organizational development, long range planning and forecasting; software application development; modeling, simulation, and development; architecture, infrastructure and standards development; system performance metrics development; and CASE and IE tools and methods.

Functional Responsibility: Leads designated tasks. Must be capable of applying business process improvement practices to modernization projects. Applies, as appropriate, activity and data modeling transaction flow analysis; internal control and risk analysis; modern business methods; and performance measurement techniques. Assists in establishing standards for information system procedures. Develops and applies enterprise-wide information models for use in designing and building integrated, shared software and database management systems. Contributes to technical findings and provides inputs to reports and presentations. Communicates results via verbal and written presentations.

Minimum Education: Bachelors Degree (Masters preferred) or equivalent experience in field related to task.

Senior Principal IT Analyst 1

Minimum/General Experience: Four (4) years experience in an engineering or analytical discipline. Possesses and applies comprehensive information systems knowledge across multiple functional areas and task environments.

Functional Responsibility: Applies management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service.

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

Senior Principal IT Analyst 2

Minimum/General Experience: Eight (8) years experience in an engineering or analytical discipline. Possesses and applies comprehensive knowledge across multiple information technology fields, key tasks components, and high-impact assignments. Has well-developed leadership skills in building staff and executing projects.

Functional Responsibility: Applies management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications.

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

Senior Principal IT Analyst 3

Minimum/General Experience: Ten (10) years experience in an engineering or analytical discipline. Possesses and applies advanced engineering and functional knowledge across mission-critical project including responsibility for deliverables and performance metrics. Has recognized standing as a practice leader in professional or technical disciplines.

Functional Responsibility: Applies management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications.

Minimum Education: Bachelors Degree (Masters preferred) or equivalent experience in field related to task.

Senior Principal IT Analyst 4

Minimum/General Experience: Twelve (12) years experience in an engineering or analytical discipline. Possesses and applies expert technical knowledge in multiple professional fields with direct responsibility for the completion of projects of major complexity and importance. Recognized thought and strategy leader in professional and technical discipline. Establishes goals, plans, and practices, and manages the technical development work on complex projects with the application of new and unique technologies.

Functional Responsibility: Applies management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications.

Minimum Education: Bachelors Degree (Masters preferred) or equivalent experience in field related to task.

Senior Principal Integration Engineer 1

Minimum/General Experience: Eight (8) years experience in one or more of the following fields: systems analysis and integration; defense operations analysis; system modeling, forecasting, and analysis; infrastructure modeling,

simulation, and development; command, control, communications, information and surveillance (C4ISR) systems; DoD Architecture Framework (DoDAF) and standards; system migration and enterprise integration; and information assurance (IA).

Functional Responsibility: Contributes overall strategic vision and integrates a broad range of solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies.

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

Senior Principal Integration Engineer 2

Minimum/General Experience: Ten (10) years experience in one or more of the following fields: systems analysis and integration; defense operations analysis; system modeling, forecasting, and analysis; infrastructure modeling, simulation, and development; command, control, communications, information and surveillance (C4ISR) systems; DoD Architecture Framework (DoDAF) and standards; system migration and enterprise integration; and information assurance (IA).

Functional Responsibility: Contributes overall strategic vision and integrates a broad range of solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions.

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

Senior Principal Integration Engineer 3

Minimum/General Experience: Recognized thought and strategy leader in professional and technical discipline. Twelve (12) years experience in one or more of the following fields: enterprise-wide systems analysis and integration; defense operations analysis; system modeling, forecasting, and analysis; infrastructure modeling, simulation, and development; command, control, communications, information and surveillance (C4ISR) systems; DoD Architecture Framework (DoDAF) and standards; system migration and enterprise integration; and information assurance (IA).

Functional Responsibility: Contributes overall strategic vision and integrates a broad range of solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for design, development, engineering, integration, and architecture.

Minimum Education: Bachelors Degree (Masters preferred) or equivalent experience in field related to task.

Senior Principal Systems Integration Engineer 1

Minimum/General Experience: Six (6) years experience in the enterprise-wide integration of systems through the use of common information technology capabilities and services across the DoD to improve warfighting effectiveness, improve interoperability, and reduce cost. DoD Enterprise services are examples of enterprise-wide integrations and encompass Collaboration Services, Content Discovery Services, and Content Delivery Services.

Functional Responsibility: As part of a team, performs net-centric systems analysis and integration; defense operations analysis, long range planning and forecasting and analysis; system modeling, forecasting, and analysis; infrastructure modeling, simulation, and development; focused on internet protocol (IP) technologies for conferencing, centralized and federated searches, establishing enterprise catalog repositories, and distributed content caching.

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

Senior Principal Systems Integration Engineer 2

Minimum/General Experience: Eight (8) years experience in the enterprise-wide integration of systems through the use of common information technology capabilities and services across the DoD to improve warfighting effectiveness, improve interoperability, and reduce cost. DoD Enterprise services are examples of enterprise-wide integrations and encompass Collaboration Services, Content Discovery Services, and Content Delivery Services.

Functional Responsibility: Performing either independently or as a team member, performs net-centric systems analysis and integration; defense operations analysis, long range planning and forecasting and analysis; system modeling, forecasting, and analysis; infrastructure modeling, simulation, and development; focused on internet protocol (IP) technologies for conferencing, centralized and federated searches, establishing enterprise catalog repositories, and distributed content caching. Contributes to documentation and presentations provided to client senior management.

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

Senior Principal Systems Integration Engineer 3

Minimum/General Experience: Ten (10) years experience in the enterprise-wide integration of systems through the use of common information technology capabilities and services across the DoD to improve warfighting effectiveness, improve interoperability, and reduce cost. DoD Enterprise services are examples of enterprise-wide integrations and encompass Collaboration Services, Content Discovery Services, and Content Delivery Services.

Functional Responsibility: Performing independently, conducts net-centric systems analysis and integration; defense operations analysis, long range planning and forecasting and analysis; system modeling, forecasting, and analysis; infrastructure modeling, simulation, and development; focused on internet protocol (IP) technologies for conferencing, centralized and federated searches, establishing enterprise catalog repositories, and distributed content caching. Prepares documentation, provides presentations client senior management.

Minimum Education: Bachelors Degree (Masters preferred) or equivalent experience in field related to task.

Sr. Systems Architect

Minimum/General Experience: Four (4) years related experience in the areas of architecture development using established architecture frameworks such as Zachman and the DoD Architecture Framework (DoDAF). Certification in an appropriate functional area is also desirable.

Functional Responsibility: Senior technical expert who applies expertise to create enterprise level solutions for complex systems. Develops architecture strategy to support business goals. Maps business requirements to architecture artifacts/products. Designs the architecture planning process and approach. Performs data analyses. Conducts business process re-engineering analysis, workflow analysis, and other technical and business related studies. Prepares required plans and other required documentation to support findings and recommendations. Validates architecture framework for validity and performance.

Minimum Education: Bachelors Degree (Masters preferred) or equivalent experience in field related to task.

Sr Systems Analyst

Minimum/General Experience: Four (4) years experience with requirements management (including elicitation, organization, integration, traceability, and analysis), systems design, testing (including functional, integration, and planning), and documentation (including requirements specifications, detail designs, test plans, and test scripts). Familiarity with formal systems development methodologies and with tailoring methodologies to support a defined collection of business capabilities. Strong problem solving and technical analysis skills.

Functional Responsibility: Ensure the implementation of enterprise technology initiatives. Translate business requirements for legacy systems, new solutions, or hybrid approaches. Lead cross-functional, high-visibility, and high-impact systems and projects. Lead teams to ensure success across the full system development life-cycle (SDLC), including requirements analysis and allocation, design, testing, and the deployment of Web-based systems and applications. Provide guidance to developers, quality assurance (QA) analysts and other team members to ensure scheduled completion as scheduled in support of all functional and nonfunctional requirements. Ensure that delivered solutions delivered meet client expectations.

Minimum Education: Bachelors Degree (Masters preferred) or equivalent experience in field related to task.

Systems Analyst

Minimum General Experience: Two (2) years technical experience analyzing and supporting the design of computer systems.

Functional Responsibility: Develops and modifies complex systems and develops subsystems to enhance the overall operational system. Gathers information, analyzes data, prepares project synopses, compares alternatives, prepares specifications for programs, analyzes user interfaces, outside system interfaces, system modifications, and information to be processed.

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

Systems Engineer 1

Minimum/General Experience: A minimum of 1 year of system engineering experience with full working knowledge in related technical or scientific field.

Functional Responsibility: Performs relatively routine analysis, design, and development, testing and troubleshooting of technical engineering areas in support of distinct product hardware (computers or other electrical/electronic device) or technical (computer) service lines of business. Activities range from operating system architecture integration and software design validation to selection of high technology equipment and computer systems, languages and/or equipment. May be assigned the lead in the integration of a subsystem of a total system.

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

Systems Network Architect

Minimum/General Experience: Two (2) years of relevant experience and demonstrated knowledge in one or more areas of Information Technology.

Functional Responsibility: Develops top-level strategies of client/server system and the design infrastructure necessary to implement those strategies. Develops client/server system strategy and the design infrastructure necessary to support that strategy. Advises on selection of technological purchases with regards to processing, data storage, and data access and applications development.

Minimum Education: Bachelors Degree or equivalent experience in field related to task.

NOTE: Experience for Degree Equivalence - For the purpose of labor category qualifications, five (5) years of experience equates to a Bachelors Degree.

**USA COMMITMENT TO PROMOTE
SMALL BUSINESS PARTICIPATION
PROCUREMENT PROGRAMS**

PREAMBLE

(Name of Company) provides commercial products and services to ordering activities. We are committed to promoting participation of small, small disadvantaged and women-owned small businesses in our contracts. We pledge to provide opportunities to the small business community through reselling opportunities, mentor-protégé programs, joint ventures, teaming arrangements, and subcontracting.

COMMITMENT

To actively seek and partner with small businesses.

To identify, qualify, mentor and develop small, small disadvantaged and women-owned small businesses by purchasing from these businesses whenever practical.

To develop and promote company policy initiatives that demonstrate our support for awarding contracts and subcontracts to small business concerns.

To undertake significant efforts to determine the potential of small, small disadvantaged and women-owned small business to supply products and services to our company.

To insure procurement opportunities are designed to permit the maximum possible participation of small, small disadvantaged, and women-owned small businesses.

To attend business opportunity workshops, minority business enterprise seminars, trade fairs, procurement conferences, etc., to identify and increase small businesses with whom to partner.

To publicize in our marketing publications our interest in meeting small businesses that may be interested in subcontracting opportunities.

We signify our commitment to work in partnership with small, small disadvantaged and women-owned small businesses to promote and increase their participation in ordering activity contracts. To accelerate potential opportunities please contact **Malcolm Slovin; 703-742-0585; Malcolm.Slovin@em-i.com**

16A. LABOR CATEGORY PRICING

Labor Category	Year 1	Year 2	Year 3	Year 4	Year 5
Application Engineer 1	\$91.20	\$93.02	\$94.88	\$96.78	\$96.78
Application Engineer 2	\$93.02	\$94.88	\$96.77	\$98.71	\$98.71
Chief IT Analyst 1	\$104.87	\$106.97	\$109.11	\$111.29	\$111.29
Chief IT Analyst 2	\$108.54	\$110.71	\$112.92	\$115.18	\$115.18
Chief IT Analyst 3	\$118.09	\$120.46	\$122.86	\$125.32	\$125.32
Chief IT Analyst 4	\$121.06	\$123.48	\$125.95	\$128.46	\$128.46
Chief IT Analyst 5	\$122.99	\$125.45	\$127.96	\$130.52	\$130.52
Chief IT Analyst 6	\$129.96	\$132.56	\$135.21	\$137.91	\$137.91
Chief IT Engineer	\$115.27	\$117.57	\$119.93	\$122.33	\$122.33
Data Standardization Specialist 1	\$108.55	\$110.72	\$112.93	\$115.19	\$115.19
Data Standardization Specialist 2	\$117.27	\$119.62	\$122.01	\$124.45	\$124.45
Enterprise Systems Analyst Level 1	\$84.50	\$86.20	\$87.92	\$89.68	\$89.68
Enterprise Systems Quality Assurance Exec	\$211.26	\$215.48	\$219.79	\$224.19	\$224.19
Enterprise Systems Solution Master	\$211.26	\$215.48	\$219.79	\$224.19	\$224.19
IT Analyst 1	\$50.49	\$51.50	\$52.53	\$53.58	\$53.58
IT Analyst 2	\$66.91	\$68.25	\$69.62	\$71.01	\$71.01
IT Analyst 3	\$78.28	\$79.85	\$81.44	\$83.07	\$83.07
IT Analyst 4	\$86.14	\$87.86	\$89.62	\$91.41	\$91.41
IT Consultant 1	\$104.38	\$106.47	\$108.60	\$110.77	\$110.77
IT Consultant 2	\$133.41	\$136.08	\$138.80	\$141.57	\$141.57
IT Engineer	\$84.76	\$86.45	\$88.18	\$89.95	\$89.95
IT Specialist	\$77.54	\$79.09	\$80.67	\$82.28	\$82.28
IT Subject Matter Expert 1	\$76.92	\$78.46	\$80.03	\$81.63	\$81.63
IT Subject Matter Expert 2	\$89.87	\$91.67	\$93.50	\$95.37	\$95.37
IT Subject Matter Expert 3	\$112.53	\$114.78	\$117.08	\$119.42	\$119.42
IT Subject Matter Expert 4	\$116.81	\$119.15	\$121.53	\$123.96	\$123.96
IT Subject Matter Expert 5	\$124.06	\$126.54	\$129.07	\$131.65	\$131.65
Jr. Comp Systems Analyst	\$89.15	\$90.93	\$92.75	\$94.60	\$94.60
Network Consulting Engineer	\$169.64	\$173.03	\$176.49	\$180.02	\$180.02
Principal Integration Engineer 1	\$105.72	\$107.84	\$109.99	\$112.19	\$112.19
Principal Integration Engineer 2	\$107.56	\$109.71	\$111.90	\$114.14	\$114.14
Principal Integration Engineer 3	\$110.69	\$112.90	\$115.16	\$117.46	\$117.46
Principal IT Scientist	\$152.00	\$155.04	\$158.14	\$161.30	\$161.30
Program Control Specialist	\$125.51	\$128.02	\$130.58	\$133.19	\$133.19
Program Manager 1	\$129.83	\$132.43	\$135.08	\$137.78	\$137.78
Program Manager 2	\$135.02	\$137.72	\$140.48	\$143.28	\$143.28
Program Manager 3	\$152.74	\$155.79	\$158.91	\$162.09	\$162.09
Sr. Application Engineer 1	\$102.61	\$104.67	\$106.76	\$108.89	\$108.89
Sr. Application Engineer 2	\$106.13	\$108.25	\$110.42	\$112.63	\$112.63
Sr. IT Analyst 1	\$85.70	\$87.41	\$89.16	\$90.94	\$90.94
Sr. IT Analyst 2	\$88.11	\$89.87	\$91.67	\$93.50	\$93.50
Sr. IT Analyst 3	\$116.73	\$119.06	\$121.44	\$123.87	\$123.87
Sr. IT Consultant 1	\$133.41	\$136.08	\$138.80	\$141.57	\$141.57
Sr. IT Consultant 2	\$141.78	\$144.62	\$147.51	\$150.46	\$150.46
Sr. IT Consultant 3	\$152.31	\$155.35	\$158.46	\$161.63	\$161.63

Sr. IT Consultant 4	\$160.79	\$164.01	\$167.29	\$170.63	\$170.63
Sr. IT Engineer 1	\$109.05	\$111.24	\$113.46	\$115.73	\$115.73
Sr. IT Engineer 2	\$155.59	\$158.70	\$161.88	\$165.12	\$165.12
Sr. Principal Integration Engineer 1	\$123.76	\$126.24	\$128.76	\$131.34	\$131.34
Sr. Principal Integration Engineer 2	\$130.68	\$133.29	\$135.96	\$138.68	\$138.68
Sr. Principal Integration Engineer 3	\$139.20	\$141.99	\$144.83	\$147.72	\$147.72
Sr. Principal IT Analyst 1	\$101.90	\$103.94	\$106.02	\$108.14	\$108.14
Sr. Principal IT Analyst 2	\$112.79	\$115.04	\$117.34	\$119.69	\$119.69
Sr. Principal IT Analyst 3	\$119.25	\$121.63	\$124.06	\$126.55	\$126.55
Sr. Principal IT Analyst 4	\$120.85	\$123.27	\$125.73	\$128.25	\$128.25
Sr. Principal Systems Integration Engineer - Off Site	\$147.01	\$149.95	\$152.95	\$156.01	\$156.01
Sr. Principal Systems Integration Engineer 1	\$117.96	\$120.32	\$122.72	\$125.18	\$125.18
Sr. Principal Systems Integration Engineer 2	\$130.55	\$133.17	\$135.83	\$138.55	\$138.55
Sr. Principal Systems Integration Engineer 3	\$140.40	\$143.20	\$146.07	\$148.99	\$148.99
Sr. Systems Analyst	\$98.55	\$100.52	\$102.53	\$104.58	\$104.58
Sr. Systems Architect	\$107.50	\$109.65	\$111.84	\$114.08	\$114.08
Systems Analyst	\$80.63	\$82.24	\$83.88	\$85.56	\$85.56
Systems Engineer 1	\$69.37	\$70.75	\$72.17	\$73.61	\$73.61
Systems Network Architect	\$79.16	\$80.74	\$82.36	\$84.00	\$84.00