



**GENERAL SERVICES ADMINISTRATION (GSA)
FEDERAL ACQUISITION SERVICE (FAS)**

**AUTHORIZED FEDERAL SUPPLY
SCHEDULE PRICE LIST**

MULTIPLE AWARD SCHEDULE (MAS)

Highlight Technologies, LLC
9990 Fairfax Blvd, Suite 350, Fairfax, VA 22030
703-539-0410
www.highlighttech.com

Schedule Name	Multiple Award Schedule
Schedule Number	MAS
Legacy Schedule Number	70 – IT Equipment, Software, and Services
Contract Number	GS-35F-0040X
Business Size:	Woman Owned Small Business
Period Covered by Contract	October 29, 2010 to October 28, 2025
Pricelist current through Modification PO-0034 dated October 29, 2020	

SPECIAL ITEM NUMBER (SINs):

54151S: Information Technology Professional Services (Legacy SIN 132-51)
54151HEAL: Health Information Technology Services (Legacy SIN 132-56)
OLM: OLM Order-Level Materials (OLM) (Legacy SIN 70 500)

FPDS and Product Service Code (PSC):

54151S FPDS Code D399 Other Information Technology Services, Not Elsewhere Classified
54151HEAL FPDS Code D399 Other Information Technology Services, Not Elsewhere Classified

On-Line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create and electronic delivery order are available through GSA *Advantage!*[®], a menu –driven database system. The Internet address for GSA *Advantage!*[®] is: www.gsaAdvantage.gov.

Table of Contents

1.	INFORMATION FOR ORDERING ACTIVITIES.....	3
2.	MAXIMUM ORDER.....	3
3.	MINIMUM ORDER.....	3
4.	GEOGRAPHIC COVERAGE (DELIVERY AREA).....	3
5.	POINT(S) OF PRODUCTION	4
6.	DISCOUNT FROM LIST PRICES OR STATEMENT OF NET PRICE	4
7.	QUANTITY DISCOUNTS.....	4
8.	PROMPT PAYMENT TERMS	4
9.	GOVERNMENT PURCHASE CARDS	4
10.	FOREIGN ITEMS.....	4
11.	DELIVERY.....	4
12.	F.O.B. POINT(S).....	5
13.	ORDERING	5
14.	PAYMENT ADDRESS.....	5
15.	WARRANTY PROVISION	5
16.	EXPORT PACKING CHARGES	5
17.	TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE (ANY THRESHOLDS ABOVE THE MICRO-PURCHASE LEVEL).....	5
18.	TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR	5
19.	TERMS AND CONDITIONS OF INSTALLATION.....	5
20.	TERMS AND CONDITIONS OF REPAIR PARTS INDICATING DATE OF PARTS PRICE LISTS AND ANY DISCOUNTS FROM LIST PRICES	6
21.	LIST OF SERVICES AND DISTRIBUTION POINTS	6
22.	LIST OF PARTICIPATING DEALERS.....	6
23.	PREVENTIVE MAINTENANCE.....	6
24.	SPECIAL ATTRIBUTES.....	6
25.	DATA UNIVERSAL NUMBERING SYSTEM (DUNS)	6
26.	NOTIFICATION REGARDING REGISTRATION IN SAM.GOV.....	6
	Highlight Technologies SIN 54151S Price List	7
	HIGHLIGHT TECHNOLOGIES 54151S LABOR CATEGORY DESCRIPTIONS	8
	Highlight Technologies SIN 54151HEAL Price List	23
	HIGHLIGHT TECHNOLOGIES 54151HEAL LABOR CATEGORY DESCRIPTIONS ...	24

1. INFORMATION FOR ORDERING ACTIVITIES

1a. Table of awarded special item number with appropriate cross-reference to item descriptions and awarded prices.

54151S: Information Technology Professional Services (Legacy SIN 132-51)

54151HEAL: Health Information Technology Services (Legacy SIN 132-56)

OLM: OLM Order-Level Materials (OLM) (Legacy SIN 70 500)

Descriptions and prices begin on page 7.

FPDS and Product Service Code (PSC):

54151S

FPDS Code D399 - Other Information Technology Services, Not Elsewhere Classified

54151HEAL

FPDS Code D399 - Other Information Technology Services, Not Elsewhere Classified

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite to which the prices apply.

See Price Sheet

1c. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If the hourly rates are not applicable, indicate “Not applicable” for this item.

Skill category descriptions begin on page x.

2. MAXIMUM ORDER

The maximum dollar value of orders to be issued is \$500,000.00.

3. MINIMUM ORDER

The minimum dollar value of orders to be issued is \$100.00.

4. GEOGRAPHIC COVERAGE (DELIVERY AREA)

Domestic 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.

5. POINT(S) OF PRODUCTION

Washington, DC

6. DISCOUNT FROM LIST PRICES OR STATEMENT OF NET PRICE

Prices shown are Net prices. Basic Discounts have been deducted.

7. QUANTITY DISCOUNTS

The discount is based on annual sales and the orders' funded value at the time of award.

- Single orders at or over \$250,000.00 receive a 1% discount

8. PROMPT PAYMENT TERMS

0% - Net 30 days from receipt of invoice or date of acceptance, whichever is later.

9. GOVERNMENT PURCHASE CARDS

9a. The Government purchase Card will be accepted for payment on orders below the micro-purchase threshold.

9b. The Government purchase Card will not be accepted for payment on orders above the micro-purchase threshold.

10. FOREIGN ITEMS

Not Applicable

11. DELIVERY**11a. 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	TIME OF DELIVERY
54151S	As negotiated
54151HEAL	

11b. Expedited Delivery. As negotiated between the ordering activity and Highlight Technologies.

11c. Overnight and 2-Day Delivery. As negotiated between the ordering activity and Highlight Technologies.

11d. Urgent Requirements. When the Federal Supply 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.

12. F.O.B. POINT(S)

Destination

13. ORDERING

13a. Ordering Address.

Highlight Technologies, LLC
9990 Fairfax Blvd, Suite 350
Fairfax, VA 22030
Telephone: 703-539-0410
Fax: 202-204-6271
Attn: GSA Sales

13b. Ordering Procedures. For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3. For supplies and services, the ordering procedures, and information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.

14. PAYMENT ADDRESS

Highlight Technologies, LLC,
9990 Fairfax Blvd, Suite 350
Fairfax, VA 22030

15. WARRANTY PROVISION

Not Applicable.

16. EXPORT PACKING CHARGES

Not Applicable.

17. TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE (ANY THRESHOLDS ABOVE THE MICRO-PURCHASE LEVEL)

None.

18. TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR

None.

19. TERMS AND CONDITIONS OF INSTALLATION

None.

20. TERMS AND CONDITIONS OF REPAIR PARTS INDICATING DATE OF PARTS PRICE LISTS AND ANY DISCOUNTS FROM LIST PRICES

Not Applicable.

20a. Terms and Conditions for any other services. Not Applicable.

21. LIST OF SERVICES AND DISTRIBUTION POINTS

Not Applicable.

22. LIST OF PARTICIPATING DEALERS

Not Applicable.

23. PREVENTIVE MAINTENANCE

Not Applicable.

24. SPECIAL ATTRIBUTES

24a. Environmental Attributes. Not Applicable

24b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor's website or other location.) The EIT standards can be found at: www.Section508.gov/. www.highlighttech.com/section508

25. DATA UNIVERSAL NUMBERING SYSTEM (DUNS)

HIGHLIGHT DUNS: 808270735

26. NOTIFICATION REGARDING REGISTRATION IN SAM.GOV

Highlight confirms active registration in sam.gov

**Highlight Technologies SIN 54151S Price List
10/29/2020 through 10/28/2025**

SIN	No.	Labor Category Titel	Hourly Rate 10/29/2020 Through 10/28/2021	Hourly Rate 10/29/2021 Through 10/28/2022	Hourly Rate 10/29/2022 Through 10/28/2023	Hourly Rate 10/29/2023 Through 10/28/2024	Hourly Rate 10/29/2024 Through 10/28/2025
54151S	1	Computer Security Systems Specialist II	\$135.43	\$138.55	\$141.74	\$145.00	\$148.33
54151S	2	Data Analyst	\$104.83	\$107.24	\$109.70	\$112.23	\$114.81
54151S	3	Database Management Specialist I	\$76.86	\$78.63	\$80.43	\$82.28	\$84.18
54151S	4	Database Management Specialist II	\$101.65	\$103.98	\$106.37	\$108.82	\$111.32
54151S	5	Database Management Specialist III	\$120.68	\$123.46	\$126.30	\$129.20	\$132.18
54151S	6	Database Management Specialist IV	\$131.50	\$134.52	\$137.61	\$140.78	\$144.02
54151S	7	Database Management Specialist V	\$135.43	\$138.55	\$141.74	\$145.00	\$148.33
54151S	8	Data Modeler	\$119.97	\$122.73	\$125.55	\$128.44	\$131.39
54151S	9	Sr. Data Modeler	\$126.96	\$129.88	\$132.87	\$135.93	\$139.05
54151S	10	Database Administrator	\$122.31	\$125.12	\$128.00	\$130.94	\$133.96
54151S	11	Information Assurance Specialist	\$122.31	\$125.12	\$128.00	\$130.94	\$133.96
54151S	12	Information Assurance Specialist II	\$139.77	\$142.99	\$146.28	\$149.64	\$153.08
54151S	13	Information Assurance Specialist III	\$144.44	\$147.76	\$151.16	\$154.63	\$158.19
54151S	14	IT Analyst I	\$91.19	\$93.29	\$95.43	\$97.63	\$99.87
54151S	15	IT Analyst II	\$98.82	\$101.09	\$103.42	\$105.80	\$108.23
54151S	16	IT Analyst III	\$136.19	\$139.32	\$142.53	\$145.81	\$149.16
54151S	17	IT Specialist I	\$55.88	\$57.16	\$58.48	\$59.82	\$61.20
54151S	18	IT Specialist II	\$69.10	\$70.69	\$72.32	\$73.98	\$75.68
54151S	19	IT Specialist III	\$81.77	\$83.65	\$85.57	\$87.54	\$89.55
54151S	20	Privacy Consultant	\$145.60	\$148.95	\$152.38	\$155.88	\$159.47
54151S	21	Program Manager III	\$197.35	\$201.89	\$206.53	\$211.28	\$216.14
54151S	22	Project Manager I	\$105.56	\$107.99	\$110.48	\$113.02	\$115.62
54151S	23	Project Manager II	\$109.17	\$111.69	\$114.25	\$116.88	\$119.57
54151S	24	Project Manager III	\$131.07	\$134.08	\$137.17	\$140.32	\$143.55
54151S	25	Project Manager IV	\$136.19	\$139.32	\$142.53	\$145.81	\$149.16
54151S	26	Requirements Analyst I	\$84.01	\$85.94	\$87.92	\$89.94	\$92.01
54151S	27	Requirements Analyst II	\$101.64	\$103.97	\$106.36	\$108.81	\$111.31
54151S	28	Requirements Analyst III	\$124.66	\$127.53	\$130.46	\$133.46	\$136.53
54151S	29	Requirements Analyst IV	\$148.55	\$151.97	\$155.46	\$159.04	\$162.70
54151S	30	Requirements Analyst V	\$185.54	\$189.81	\$194.17	\$198.64	\$203.21
54151S	31	Research Associate	\$76.90	\$78.67	\$80.48	\$82.33	\$84.22
54151S	32	Web Developer	\$94.83	\$97.01	\$99.24	\$101.53	\$103.86
54151S	33	Web Developer IV	\$131.07	\$134.08	\$137.17	\$140.32	\$143.55
54151S	34	Technical Writer I	\$71.31	\$72.95	\$74.63	\$76.35	\$78.10
54151S	35	Technical Writer II	\$93.11	\$95.26	\$97.45	\$99.69	\$101.98
54151S	36	Technical Writer IV	\$134.12	\$137.20	\$140.36	\$143.58	\$146.89
54151S	37	Graphical User Interface Designer	\$121.07	\$123.86	\$126.71	\$129.62	\$132.60

Rates are for work performed at the Government Location only.

HIGHLIGHT TECHNOLOGIES 54151S LABOR CATEGORY DESCRIPTIONS

1. Job Title: Computer Security Systems Specialist II

Minimum/General Experience: Minimum of eight (8) years of experience, of which at least five (5) years must be specialized experience in defining computer security requirements for high level applications, evaluation of approved security product capabilities, and developing solutions to technical information systems security problems.

Functional Responsibility: Analyzes and defines security requirements for technical information systems security issues. Designs, develops, engineers, and implements solutions to technical information systems security requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in the technical information systems security arena. Performs risk analyses that also includes risk assessment.

Minimum Education: Bachelor's degree in Electrical Engineering, Information Science, Information Systems, Computer Science, Physics, Math, or other related scientific or technical discipline.

2. Job Title: Data Analyst

Minimum/General Experience: Minimum of four (4) years of experience is required, of which two (2) years must be specialized in tasks similar to that described under functional responsibility.

Functional Responsibility: Facilitate Data Governance. Ensure currency, communication and compliance of data governance. Align data governance with agency standards for the data model and business domains. Establish data governance processes. Establish standardized processes for capturing and maintaining metadata from data sources.

Develop New Data Models. Develop data models for the source and target data based on the data exchange requirements. Develop new business rules for source data transfers to target databases. Analyze and design the source to target business rules and transformations.

Minimum Education: Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline.

3. Job Title: Database Management Specialist I

Minimum/General Experience: Two (2) years of progressively difficult experience in systems analysis and programming.

Functional Responsibility: Provide technical expertise in the design of database structures. The Database Administrator shall have experience in the logical design of database structure. This includes record content and record to record (set) relationships to achieve a desired information processing goals. The individual shall have experience in the design and use of databases in current database environments. The individual shall have experience in translation of the logical design into the schema view of the logical

and physical aspects of the database. He/she shall be knowledgeable in the design and translation of schemas to partition the total view of the database into subset views of each distinct application, experience in maintenance of privacy locks and monitoring of subschemas validated against the schema and programs compiled against the subschema. The individual shall also be able to determine when and where problems exist in a database and provide solutions to fix those problems found. He/she will institute and implement database archived backup and recovery and performance procedures.

Minimum Education: Bachelor's degree in Computer Science or a related discipline.

4. **Job Title: Database Management Specialist II**

Minimum/General Experience: Four (4) years of progressively difficult experience in systems analysis and programming. Two (2) years of experience being responsible for a large database, and for the logical and physical database design aspects.

Functional Responsibility: Provide technical expertise in the design of the database structures. This includes record content and record to record (set) relationships to achieve a desired information processing goal. The individual shall have experience in the design and use of databases in current database environments. The individual shall have experience in translation of the logical design into the schema view of the logical and physical aspects of the database. He/she shall be knowledgeable in the design and translation of schemas to partition the total view of the database into subset views of each distinct application, experience in maintenance of privacy locks and monitoring of subschemas validated against the schema and programs compiled against the subschema. The individual shall also be able to determine when and where problems exist in a database and be able to fix those problems found. He/she will institute and implement archived database backup, performance, and recovery procedures.

Minimum Education: Bachelor's degree in Computer Science or a related discipline.

5. **Job Title: Database Management Specialist III**

Minimum/General Experience: Six (6) years of progressively difficult experience in systems analysis and programming. Four (4) years of experience being responsible for a large database, and for the logical and physical database design aspects.

Functional Responsibility: Provide technical expertise in the design of the database structures. This includes record content and record to record (set) relationships to achieve a desired information processing goal. The individual shall have experience in the design and use of databases in current database environments. The individual shall have experience in translation of the logical design into the schema view of the logical and physical aspects of the database. He/she shall be knowledgeable in the design and translation of schemas to partition the total view of the database into subset views of each distinct application, experience in maintenance of privacy locks and monitoring of subschemas validated against the schema and programs compiled against the subschema. The individual shall also be able to determine when and where problems exist in a database and be able to fix those problems found. He/she will institute and implement archived database backup, performance, and recovery procedures.

Minimum Education: Bachelor's degree in Computer Science or a related discipline.

6. **Job Title: Database Management Specialist IV**

Minimum/General Experience: Eight (8) years of progressively difficult experience in systems analysis and programming. Four (4) years of experience being responsible for a large database, and for the logical and physical database design aspects.

Functional Responsibility: Provide technical expertise in the design of the database structures. This includes record content and record to record (set) relationships to achieve a desired information processing goal. The individual shall have experience in the design and use of databases in current database environments. The individual shall have experience in translation of the logical design into the schema view of the logical and physical aspects of the database. He/she shall be knowledgeable in the design and translation of schemas to partition the total view of the database into subset views of each distinct application, experience in maintenance of privacy locks and monitoring of subschemas validated against the schema and programs compiled against the subschema. The individual shall also be able to determine when and where problems exist in a database and be able to fix those problems found. He/she will institute and implement archived database backup, performance, and recovery procedures.

Minimum Education: Bachelor's degree in Computer Science or a related discipline.

7. Job Title: Database Management Specialist V

Minimum/General Experience: Ten (10) years of progressively difficult experience in systems analysis and programming. Six (6) years of experience being responsible for a large database, and for the logical and physical database design aspects.

Functional Responsibility: Provide technical expertise in the design of the database structures. This includes record content and record to record (set) relationships to achieve a desired information processing goal. The individual shall have experience in the design and use of databases in current database environments. The individual shall have experience in translation of the logical design into the schema view of the logical and physical aspects of the database. He/she shall be knowledgeable in the design and translation of schemas to partition the total view of the database into subset views of each distinct application, experience in maintenance of privacy locks and monitoring of subschemas validated against the schema and programs compiled against the subschema. The individual shall also be able to determine when and where problems exist in a database and be able to fix those problems found. He/she will institute and implement archived database backup, performance, and recovery procedures.

Minimum Education: Bachelor's degree in Computer Science or a related discipline.

8. Job Title: Data Modeler

Minimum/General Experience: Minimum of six (6) years experience is required, of which three (3) years must be specialized in tasks similar to that described under functional responsibility. Experience with leading database design and application tools such as: Oracle, OBIEE+, Trillium, Hyperion, Informatica, Websphere.

Functional Responsibility: Perform comprehensive analysis of the existing system designs to include the data model, database implementation, ETL processes, data load strategy and presentation layer. Provide recommendations for redesign. Develop technical specifications based on requirements.

Maintain system data framework and architecture. Evaluate and support software and hardware upgrades. Determine system capability and user access processes. Participate in configuration management efforts, coordinating with configuration management staff

as appropriate.

Develop database business intelligence components (presentation layer, business layer, physical layer) for new systems. Perform data warehouse analysis to include the data model, database implementation, ETL processes, data load strategy and the presentation layer. Provide recommendations for design. Develop technical specifications based on requirements. Participate in implementation, test and maintenance of database and/or data warehousing solutions.

Minimum Education: Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline.

9. Job Title: Sr. Data Modeler

Minimum/General Experience: Minimum of ten (10) years experience is required, of which five (5) years must be specialized in tasks similar to that described under functional responsibility. Experience with leading database design and application tools such as: Oracle, OBIEE+, Trillium, Hyperion, Informatica, Websphere.

Functional Responsibility: Perform comprehensive analysis of the existing system designs to include the data model, database implementation, ETL processes, data load strategy and presentation layer. Provide recommendations for redesign. Develop technical specifications based on requirements.

Maintain system data framework and architecture. Evaluate and support software and hardware upgrades. Determine system capability and user access processes. Participate in configuration management efforts, coordinating with configuration management staff as appropriate.

Develop database business intelligence components (presentation layer, business layer, physical layer) for new systems. Perform data warehouse analysis to include the data model, database implementation, ETL processes, data load strategy and the presentation layer. Provide recommendations for design. Develop technical specifications based on requirements. Participate in implementation, test and maintenance of database and/or data warehousing solutions.

Minimum Education: Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline.

10. Job Title: Database Administrator (DBA)

Minimum/General Experience: Minimum of six (6) years of experience is required, of which five (5) years must be specialized in tasks similar to that described under functional responsibility. Must have mid-level DBA skills and be able support database development for web-based enterprise data warehouse applications.

Functional Responsibility: Responsibilities include: Develop, test, and move to production database modifications for multiple versions of enterprise data warehouse (EDW) environments. Build, test, tune, monitor and troubleshoot database structures and data migrations (Extract / Transform / Load). Perform unit testing, integration, and ensuring data flows through the established clearing processes correctly and within the schedule parameters.

Build, test, and optimize the scripts used to populate and manipulate data within a database and support the developers using data management tools. Develop, provide, and regularly post to the dashboard database and provide DB related metrics.

Work with a team of software professionals to correct defects and develop new

functionality, follow detailed life-cycle processes, utilizing best practices for configuration control and development activities. Thoroughly document database processes and procedures, the database portion of the lifecycle and support the program efforts to implement mature processes. Provide Tier 3 helpdesk, AIX, and UNIX support as required.

Minimum Education: Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline.

11. Job Title: Information Assurance Specialist

Minimum/General Experience: Minimum of six (6) years experience is required, of which (4) years must be specialized in tasks similar to that described under functional responsibility.

Functional Responsibility: Develop Certification and Accreditation (C&A) documentation for Federal systems. Generate all required artifacts for a fully compliant C&A package. Maintain updating existing C&A artifacts and stay current with customer Agency and Federal C&A requirements. Support annual C&A activities such as self-assessments, contingency plan tests, and vulnerability scans.

Review system change requests (SCRs) and provide security impact assessment for changes. Perform security awareness and other security related training. Advise on information privacy considerations such as protection of personally identifiable information (PII). As tasked, serve as Assistant Information System Security Officer (AISSO) for an application.

Develop Interface Control Agreements (ICAs) that specify technical specifications for the integration of internal and external systems. Coordinate and facilitate meetings with external system owners, develop definition of technical specifications for field attributes with external system owners, develop agreement of communication protocols with external system owners, and ensure compliance with agency security requirements. Document Standard Operating Procedures (SOPs), Service Level Agreements (SLAs), installation/connection guides, and supporting detailed design documents.

Minimum Education: Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline.

12. Job Title: Information Assurance Specialist II

Minimum/General Experience: Minimum of eight (8) years of experience is required, of which four (4) years must be leading teams in support of tasks similar to that described under functional responsibility.

Functional Responsibility: Develop Certification and Accreditation (C&A) documentation for Federal systems. Generate all required artifacts for a fully compliant C&A package. Maintain updating existing C&A artifacts and stay current with customer Agency and Federal C&A requirements. Support annual C&A activities such as self-assessments, contingency plan tests, and vulnerability scans.

Review system change requests (SCRs) and provide security impact assessment for changes. Perform security awareness and other security related training. Advise on information privacy considerations such as protection of personally identifiable information (PII). As tasked, serve as Assistant Information System Security Officer (AISSO) for an application.

Develop Interface Control Agreements (ICAs) that specify technical specifications for

the integration of internal and external systems. Coordinate and facilitate meetings with external system owners, develop definition of technical specifications for field attributes with external system owners, develop agreement of communication protocols with external system owners, and ensure compliance with agency security requirements. Document Standard Operating Procedures (SOPs), Service Level Agreements (SLAs), installation/connection guides, and supporting detailed design documents.

Minimum Education: Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline.

13. Job Title: Information Assurance Specialist III

Minimum/General Experience: Minimum of ten (10) years of experience is required, of which five (5) years must be leading teams in support of tasks similar to that described under functional responsibility.

Functional Responsibility: Develop Certification and Accreditation (C&A) documentation for Federal systems. Generate all required artifacts for a fully compliant C&A package. Maintain updating existing C&A artifacts and stay current with customer Agency and Federal C&A requirements. Support annual C&A activities such as self-assessments, contingency plan tests, and vulnerability scans.

Review system change requests (SCRs) and provide security impact assessment for changes. Perform security awareness and other security related training. Advise on information privacy considerations such as protection of personally identifiable information (PII). As tasked, serve as Assistant Information System Security Officer (AISSO) for an application.

Develop Interface Control Agreements (ICAs) that specify technical specifications for the integration of internal and external systems. Coordinate and facilitate meetings with external system owners, develop definition of technical specifications for field attributes with external system owners, develop agreement of communication protocols with external system owners, and ensure compliance with agency security requirements. Document Standard Operating Procedures (SOPs), Service Level Agreements (SLAs), installation/connection guides, and supporting detailed design documents.

Minimum Education: Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline.

14. Job Title: IT Analyst I

Minimum/General Experience: Two (2) years of progressively difficult experience in functional and systems analysis. One (1) year of requirements analysis in a specialized IT area(s), e.g., Operations Analysis, T&E/IV&V, CM, QA, Technical Documentation, Information Security, Financial Management and Administration, Program Support.

Functional Responsibility: Basic knowledge of task order-specific requirements, or developing functional requirements for small projects. Required to work under only general direction. Assists with work in the area of discipline (Operations Analysis, T&E/IV&V, CM, QA, Technical Documentation, Information Security, Financial Management and Administration, Program Support, etc.) as specified in the task orders. Participates in various testing functions (i.e., string and acceptance tests) to verify that results are correct. Supports development of requirements of functional products/services (including specifications, feasibility studies, requirement analysis) from inception to conclusion on simple to complex projects. Maintains and updates functional or operating

manuals outlining established methods of performing work in accordance with organizational policy and industry standards under guidance of Functional Analyst.

Minimum Education: Bachelor's degree in Computer Science or a related discipline.

15. Job Title: IT Analyst II

Minimum/General Experience: Five (5) years of progressively difficult experience in functional and systems analysis. Two (2) year of requirements analysis in a specialized IT area(s), e.g., Operations Analysis, T&E/IV&V, CM, QA, Technical Documentation, Information Security, Financial Management and Administration, Program Support.

Functional Responsibility: Basic knowledge of task order specific requirements, or developing functional requirements for small projects. Can perform work with minimal or no general direction. Ensures that work in area of discipline (Operations Analysis, T&E/IV&V, CM, QA, Technical Documentation, Information Security, Financial Management and Administration, Program Support, etc.) is as specified in the task orders. Participates in various testing functions (i.e., string and acceptance tests) to verify that results are correct. Develops requirements of functional products/services (including specifications, feasibility studies, requirement analysis) from inception to conclusion on simple to complex projects. Performs functional analysis to identify required tasks and their interrelationships. Identifies resources required. Maintains and updates functional or operating manuals outlining established methods of performing work in accordance with organizational policy and industry standards under guidance of Senior Functional Analyst.

Minimum Education: Bachelor's degree in Computer Science or a related discipline.

16. Job Title: IT Analyst III

Minimum/General Experience: Eight (8) years of progressively difficult experience in functional and systems analysis. Three year (3) of requirements analysis in a specialized IT area(s), e.g., Operations Analysis, T&E/IV&V, CM, QA, Technical Documentation, Information Security, Financial Management and Administration, Program Support.

Functional Responsibility: Functional knowledge of task order specific requirements, or developing functional requirements for small to mid-size projects or specific tasks. Demonstrated ability to work independently or under only general direction of the Principal Functional Analyst. Leads a medium to large team performing tasking in area of discipline or related areas (Operations Analysis, T&E/IV&V, CM, QA, Technical Documentation, Information Security, Financial Management and Administration, Program Support, etc.), or independently performs highly complex tasks in area of discipline or related areas. Works with the Principal Functional Analyst to define and document task requirements. Performs systematic reviews of selected functions to determine application and design against defined requirements. Develops and updates functional or operating manuals outlining established methods of performing work in accordance with organizational policy. Provides functional guidance on assigned tasks.

Minimum Education: Bachelor's degree in Computer Science or a related discipline.

17. Job Title: IT Specialist I

Minimum/General Experience: Zero (0) to two (2) years of Information Technology experience.

Functional Responsibility: Provides first-level, intermediate, support to users. Applies software, hardware, and/or information technology to troubleshoot user or system problems. Routes complex problems to more experienced technical specialists. May provide installation support to include cable/network infrastructure. May possess knowledge of document imaging, document management, and workflow COTS systems.

Minimum Education: Associate's degree, or equivalent professional experience.

18. Job Title: IT Specialist II

Minimum/General Experience: Two (2) to four (4) years of Information Technology experience.

Functional Responsibility: Provides support to users on issues of moderate complexity. Applies knowledge of state-of-the-art software, hardware, network infrastructure, and information technology to troubleshoot user/system problems. Provide installation services and define facilities requirements. Routes highly complex problems to more experienced technical specialists. May possess knowledge of structured cabling systems, document imaging, document management, and workflow COTS systems.

Minimum Education: Associate's degree, or equivalent professional experience.

19. Job Title: IT Specialist III

Minimum/General Experience: Four (4) to six (6) years of Information Technology experience.

Functional Responsibility: Applies expertise and knowledge of state-of-the-art software, hardware, network infrastructure, and/or information technology to troubleshoot complex user/system problems. May possess knowledge of document imaging, document management, and workflow COTS systems. May provide guidance to lower level technical specialists.

Minimum Education: Bachelor's, or equivalent professional experience.

20. Job Title: Privacy Consultant

Minimum/General Experience: Minimum often (10) years experience is required, with expertise in key privacy laws and regulations in a given industry. One of the following is required: a Professional Privacy Certification, such as the Certified Information Privacy Professional (CIPP), a J.D. or a Ph.D.

Functional Responsibility: Help government and/or commercial customers understand key security and privacy issues, risks, exposures and vulnerabilities using workshops and assessments. Develop security and privacy programs to meet customer needs. Architect secure solutions to address specific security and privacy requirements. Responsibilities may include: interpreting industry and federal security and privacy standards in the context of customer environments, develop policies and procedures, analyze customer gaps against the standards, plan remediation actions to bring customer into compliance with standards and lead projects and manage client relationships.

Minimum Education: Bachelor's degree.

21. Job Title: Program Manager III

Minimum/General Experience: Must have twelve (12) years of IT experience,

including at least eight (8) years of IT and/or telecommunications system management experience.

Functional Responsibility: Performs day-to-day management of overall contract support operations, possibly involving multiple projects and groups of personnel at multiple locations. Organizes, directs, and coordinates the planning and production of all contract support activities. Demonstrates written and oral communication skills. At least eight (8) years of direct supervision of IT software development, integration, maintenance projects, and/or telecommunications systems. Must be capable of leading projects that involve the successful management of teams composed of data processing and other information management professionals who have been involved in analysis, design, integration, testing, documenting, converting, extending, and implementing automated information and/or telecommunications systems.

Minimum Education: Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline.

22. Job Title: Project Manager I

Minimum/General Experience: Minimum of five (5) years of experience is required, of which three (3) years must be specialized. Specialized experience required includes: engineering project development from inception to deployment; management and control of funds and resources, demonstrated capability in managing multi-task contracts. General experience required includes: increasing responsibilities in information systems design and management.

Functional Responsibility: Leads the project or multiple tasks and retains overall responsibility for performance including cost, schedule, deliverables and contractual compliance. Provides the interface to the customer and other project leaders. May work under a Program Manager for multiple projects. Identifies, acquires, and utilizes company resources to achieve project technical objectives. Establishes priorities, task assignment and completion. Ensures quality and productivity standards are maintained while meeting project/client deadlines and budget constraints. Serves as the client liaison on all project matters. Performs a quality assurance role and ensures timely delivery of all specified deliverables. Identifies all task responsibilities and reports any changes or suggestions accordingly to a senior Project Manager or Program Manager. Supervises the training of new personnel under the project to assure compliance with government regulations, codes, and Company policy and procedures. Participates in contract negotiations.

Minimum Education: Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline.

23. Job Title: Project Manager II

Minimum/General Experience: Minimum of seven (7) years of experience is required, of which five (5) years must be specialized. Specialized experience required includes: engineering project development from inception to deployment; management and control of funds and resources, demonstrated capability in managing multi-task contracts. General experience required includes: increasing responsibilities in information systems design and management.

Functional Responsibility: Leads the project or multiple tasks and retains overall responsibility for performance including cost, schedule, deliverables and contractual compliance. Provides the interface to the customer and other project leaders. May work under a Program Manager for multiple projects. Identifies, acquires, and utilizes company

resources to achieve project technical objectives. Establishes priorities, task assignment and completion. Ensures quality and productivity standards are maintained while meeting project/client deadlines and budget constraints. Serves as the client liaison on all project matters. Performs a quality assurance role and ensures timely delivery of all specified deliverables. Identifies all task responsibilities and reports any changes or suggestions accordingly to a senior Project Manager or Program Manager. Supervises the training of new personnel under the project to assure compliance with government regulations, codes, and Company policy and procedures. Participates in contract negotiations.

Minimum Education: Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline.

24. Job Title: Project Manager III

Minimum/General Experience: Minimum of eight (8) years experience is required, of which five (5) years must be specialized. Specialized experience required includes: engineering project development from inception to deployment; management and control of funds and resources, demonstrated capability in managing multi-task contracts. General experience required includes: increasing responsibilities in information systems design and management.

Functional Responsibility: Leads the project or multiple tasks and retains overall responsibility for performance including cost, schedule, deliverables and contractual compliance. Provides the interface to the customer and other project leaders. May work under a Program Manager for multiple projects. Identifies, acquires, and utilizes company resources to achieve project technical objectives. Establishes priorities, task assignment and completion. Ensures quality and productivity standards are maintained while meeting project/client deadlines and budget constraints. Serves as the client liaison on all project matters. Performs a quality assurance role and ensures timely delivery of all specified deliverables. Identifies all task responsibilities and reports any changes or suggestions accordingly to a senior Project Manager or Program Manager. Supervises the training of new personnel under the project to assure compliance with government regulations, codes, and Company policy and procedures. Participates in contract negotiations.

Minimum Education: Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline.

25. Job Title: Project Manager IV

Minimum/General Experience: Minimum of ten (10) years experience is required, of which seven (7) years must be specialized. Specialized experience required includes: engineering project development from inception to deployment; management and control of funds and resources, demonstrated capability in managing multi-task contracts. General experience required includes: increasing responsibilities in information systems design and management.

Functional Responsibility: Leads the project or multiple tasks and retains overall responsibility for performance including cost, schedule, deliverables and contractual compliance. Provides the interface to the customer and other project leaders. May work under a Program Manager for multiple projects. Identifies, acquires, and utilizes company resources to achieve project technical objectives. Establishes priorities, task assignment, and completion. Ensures quality and productivity standards are maintained while meeting project/client deadlines and budget constraints. Serves as the client liaison on all project matters. Performs a quality assurance role and ensures timely delivery of all specified

deliverables. Identifies all task responsibilities and reports any changes or suggestions accordingly to a senior Project Manager or Program Manager. Supervises the training of new personnel under the project to assure compliance with government regulations, codes, and Company policy and procedures. Participates in contract negotiations.

Minimum Education: Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline.

26. Job Title: Requirements Analyst I

Minimum/General Experience: Four (4) years of general computer industry experience including a minimum of two (2) years experience in the specialized area of expertise.

Functional Responsibility: Supports team efforts to develop and modify complex systems and subsystems to enhance an overall operational system. Exercises analytical techniques when gathering information from users, defining work problems, designing a system of computer programs and developing procedures to resolve the problems. Develops complete specifications to enable computer programmers to prepare required programs. Analyzes methods of approach. Reviews task proposal requirements, gathers information, analyzes data, prepares project synopses, compares alternatives, prepares specifications for programs, resolves processing problems, coordinates work with programmers, and orients users to new system.

Minimum Education: Bachelor's Degree in Computer Science, Engineering, Mathematics, Information Systems, Business or a customer domain-related technical or management discipline. A year of college education is the equivalent of two years of relevant work experience.

27. Job Title: Requirements Analyst II

Minimum/General Experience: Six (6) years of general computer industry experience including a minimum of three (3) years of experience in the specialized area of expertise.

Functional Responsibility: Supports team efforts to develop and modify complex systems and subsystems to enhance an overall operational system. Exercises analytical techniques when gathering information from users, defining work problems, designing a system of computer programs and developing procedures to resolve the problems. Develops complete specifications to enable computer programmers to prepare required programs. Analyzes methods of approach. Reviews task proposal requirements, gathers information, analyzes data, prepares project synopses, compares alternatives, prepares specifications for programs, resolves processing problems, coordinates work with programmers, and orients users to new system.

Minimum Education: Bachelor's Degree in Computer Science, Engineering, Mathematics, Information Systems, Business or a customer domain-related technical or management discipline. A year of college education is the equivalent of two years of relevant work experience.

28. Job Title: Requirements Analyst III

Minimum/General Experience: Eight (8) years of general computer industry experience including a minimum of five (5) years of experience in the specialized area of expertise.

Functional Responsibility: Supports team efforts to develop and modify complex systems and subsystems to enhance an overall operational system. Exercises analytical techniques when gathering information from users, defining work problems, designing a system of computer programs and developing procedures to resolve the problems. Develops complete specifications to enable computer programmers to prepare required programs. Analyzes methods of approach. Reviews task proposal requirements, gathers information, analyzes data, prepares project synopses, compares alternatives, prepares specifications for programs, resolves processing problems, coordinates work with programmers, and orients users to new system.

Minimum Education: Bachelor's Degree in Computer Science, Engineering, Mathematics, Information Systems, Business or a customer domain-related technical or management discipline. A year of college education is the equivalent of two years of relevant work experience.

29. Job Title: Requirements Analyst IV

Minimum/General Experience: Ten (10) years of general computer industry experience including a minimum of seven (7) years of experience in the specialized area of expertise.

Functional Responsibility: Supports team efforts to develop and modify complex systems and subsystems to enhance an overall operational system. Exercises analytical techniques when gathering information from users, defining work problems, designing a system of computer programs and developing procedures to resolve the problems. Develops complete specifications to enable computer programmers to prepare required programs. Analyzes methods of approach. Reviews task proposal requirements, gathers information, analyzes data, prepares project synopses, compares alternatives, prepares specifications for programs, resolves processing problems, coordinates work with programmers, and orients users to new system.

Minimum Education: Bachelor's Degree in Computer Science, Engineering, Mathematics, Information Systems, Business or a customer domain-related technical or management discipline. A year of college education is the equivalent of two years of relevant work experience.

30. Job Title: Requirements Analyst V

Minimum/General Experience: Twelve (12) years of general computer industry experience including a minimum of eight (8) years of experience in the specialized area of expertise.

Functional Responsibility: Supports team efforts to develop and modify complex systems and subsystems to enhance an overall operational system. Exercises analytical techniques when gathering information from users, defining work problems, designing a system of computer programs and developing procedures to resolve the problems. Develops complete specifications to enable computer programmers to prepare required programs. Analyzes methods of approach. Reviews task proposal requirements, gathers information, analyzes data, prepares project synopses, compares alternatives, prepares specifications for programs, resolves processing problems, coordinates work with programmers and orients users to new system.

Minimum Education: Bachelor's Degree in Computer Science, Engineering, Mathematics, Information Systems, Business or a customer domain-related technical or management discipline. A year of college education is the equivalent of two years of relevant work experience.

31. Job Title: Research Associate

Minimum/General Experience: Two (2) years of experience in specialized professional research, analysis, quantitative analysis, policy analysis, strategic or national defense analysis work.

Functional Responsibility: Prepares research design as the basis for project planning; develops and revises supporting work plans; reviews, edits and improves draft research designs; proposes research strategic and innovative approaches to technical problems; advises team members and customer representatives concerning research design, concepts and requirements; arranges and participates in work coordination meetings concerning project activities; drafts meetings summaries, position papers, progress reports and related correspondence for internal and customer approval; prepares charts and graphic materials for briefings, reports and presentations; attends symposium and conferences for the exchange of technical data.

Minimum Education: Bachelor's Degree in a related scientific or technical discipline.

32. Job Title: Web Developer

Minimum/General Experience: Minimum of four (4) years of general computer programming experience, including two (2) year of specialized experience.

Functional Responsibility: Perform Web Site development from conception to implementation, including planning, content development, design, and programming. Provides enhancement, multimedia conversion, maintenance, site administration, and limited hosting services. Provides quality control services and demonstrated expertise in both current Internet related software languages and current interactive Web Site developments.

Minimum Education: Bachelor's Degree in Computer Science, Information Systems, or a similar discipline. A year of college education is the equivalent of two years of relevant work experience.

33. Job Title: Web Site Developer IV

Minimum/General Experience: Minimum of eight (8) years of general computer programming experience, including four (4) year of specialized experience.

Functional Responsibility: Perform Web Site development from conception to implementation, including planning, content development, design, and programming. Provides enhancement, multimedia conversion, maintenance, site administration, and limited hosting services. Provides quality control services and demonstrated expertise in both current Internet related software languages and current interactive Web Site developments.

Minimum Education: Bachelor's Degree in Computer Science, Information Systems, or a similar discipline. A year of college education is the equivalent of two years of relevant work experience.

34. Job Title: Technical Writer I

Minimum/General Experience: Minimum of three (3) years of experience.

Functional Responsibility: Responsible for the preparation, review, revision, and maintenance of technical documents including software and systems engineering, system operations, testing, and user documentation. Writes and edits technical documentation for all of the project's hardware and software to include installation, configuration and how-to documentation. Creates code documentation for software; produces implementation guides and end-user guides for capabilities; provides field, data definition, and data flow documentation and formats technical publications from pamphlets, technical drawings, and consultations with technical personnel and other available resources.

Minimum Education: Bachelor's Degree in English, Literature, Computer Science, Information Systems, Business or other related discipline.

35. Job Title: Technical Writer II

Minimum/General Experience: Minimum of five (5) years of experience.

Functional Responsibility: Responsible for the preparation, review, revision, and maintenance of technical documents including software and systems engineering, system operations, testing, and user documentation. Writes and edits technical documentation for all of the project's hardware and software to include installation, configuration and how-to documentation. Creates code documentation for software; produces implementation guides and end-user guides for capabilities; provides field, data definition, and data flow documentation and formats technical publications from pamphlets, technical drawings, and consultations with technical personnel and other available resources.

Minimum Education: Bachelor's Degree in English, Literature, Computer Science, Information Systems, Business or other related discipline.

36. Job Title: Technical Writer IV

Minimum/General Experience: **Minimum of ten (10) years of experience.**

Functional Responsibility: Responsible for the preparation, review, revision, and maintenance of technical documents including software and systems engineering, system operations, testing, and user documentation. Writes and edits technical documentation for all of the project's hardware and software to include installation, configuration and how-to documentation. Creates code documentation for software; produces implementation guides and end-user guides for capabilities; provides field, data definition, and data flow documentation and formats technical publications from pamphlets, technical drawings, and consultations with technical personnel and other available resources.

Minimum Education: Bachelor's Degree in English, Literature, Computer Science, Information Systems, Business or other related discipline.

37. Job Title: Graphical User Interface Designer III

Minimum/General Experience: Minimum of seven (7) years experience designing UI solutions for interactive media, software or the web, solid understanding of and

experience with the Web and Web technologies. Excellent written, oral and diagrammatic communication skills, experience with task analysis and modeling, navigation systems, contextual inquiry, usability inspection methods, and usability testing.

Functional Responsibility: Provide specialized expertise in the design and layout of graphical user interfaces, particularly, screen layouts and functionality for client-server applications (e.g. Microsoft Windows presentation screens). Conduct studies, testing and evaluation of screen prototypes for functionality, ease of use, efficiency, and accuracy. Design online graphical user interfaces for existing and new deliverables, help define user requirements, create wireframes and the visual design of the UI for web-based e-commerce products. Present user interface concepts and design approaches clearly and convincingly Coordinating interface solutions with Program Managers and Product Managers for specific assignments. Act as a resource for implementation troubleshooting, etc., work with the web development and engineering teams to meet technical requirements for projects, act as a primary decision maker regarding all User Interface designs.

Minimum Education: Bachelor's Degree in Graphic Design, Interaction Design or a related field.

**Highlight Technologies SIN 54151HEAL Price List
10/29/20 through 10/28/2025**

SIN	No.	Labor Category Titel	Hourly Rate 10/29/2020 Through 10/28/2021	Hourly Rate 10/29/2021 Through 10/28/2022	Hourly Rate 10/29/2022 Through 10/28/2023	Hourly Rate 10/29/2023 Through 10/28/2024	Hourly Rate 10/29/2024 Through 10/28/2025
54151HEAL	H1	Health IT Data Analyst	\$104.83	\$107.24	\$109.70	\$112.23	\$114.81
54151HEAL	H2	Health IT Database Management Specialist I	\$76.86	\$78.63	\$80.43	\$82.28	\$84.18
54151HEAL	H3	Health IT Database Management Specialist II	\$131.50	\$134.52	\$137.61	\$140.78	\$144.02
54151HEAL	H4	Health IT Information Assurance Specialist II	\$139.77	\$142.99	\$146.28	\$149.64	\$153.08
54151HEAL	H5	Health IT Analyst III	\$136.19	\$139.32	\$142.53	\$145.81	\$149.16
54151HEAL	H6	Health IT Program Manager III	\$197.35	\$201.89	\$206.53	\$211.28	\$216.14
54151HEAL	H7	Health IT Project Manager II	\$109.17	\$111.69	\$114.25	\$116.88	\$119.57
54151HEAL	H8	Health IT Project Manager III	\$131.07	\$134.08	\$137.17	\$140.32	\$143.55
54151HEAL	H9	Health IT Project Manager IV	\$136.19	\$139.32	\$142.53	\$145.81	\$149.16
54151HEAL	H10	Health IT Requirements Analyst II	\$101.64	\$103.97	\$106.36	\$108.81	\$111.31
54151HEAL	H11	Health IT Requirements Analyst IV	\$148.55	\$151.97	\$155.46	\$159.04	\$162.70
54151HEAL	H12	Health IT Requirements Analyst V	\$185.54	\$189.81	\$194.17	\$198.64	\$203.21
54151HEAL	H23	Health IT Technical Writer II	\$93.11	\$95.26	\$97.45	\$99.69	\$101.98

HIGHLIGHT TECHNOLOGIES 54151HEAL LABOR CATEGORY DESCRIPTIONS

1. Job Title: Health IT Data Analyst

Minimum/General Experience: Minimum of four (4) years of experience is required, of which two (2) years must be specialized in tasks similar to that described under functional responsibility.

Functional Responsibility: Facilitate Data Governance. Ensure currency, communication and compliance of data governance. Align data governance with agency standards for the data model and business domains. Establish data governance processes. Establish standardized processes for capturing and maintaining metadata from data sources.

Develop New Data Models. Develop data models for the source and target data based on the data exchange requirements. Develop new business rules for source data transfers to target databases. Analyze and design the source to target business rules and transformations.

Minimum Education: Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline.

2. Job Title: Health IT Database Management Specialist I

Minimum/General Experience: Two (2) years of progressively difficult experience in systems analysis and programming.

Functional Responsibility: Provide technical expertise in the design of database structures. The Database Administrator shall have experience in the logical design of database structure. This includes record content and record to record (set) relationships to achieve a desired information processing goals. The individual shall have experience in the design and use of databases in current database environments. The individual shall have experience in translation of the logical design into the schema view of the logical and physical aspects of the database. He/she shall be knowledgeable in the design and translation of schemas to partition the total view of the database into subset views of each distinct application, experience in maintenance of privacy locks and monitoring of sub-schemas validated against the schema and programs compiled against the subschema. The individual shall also be able to determine when and where problems exist in a database and provide solutions to fix those problems found. He/she will institute and implement database archived backup and recovery and performance procedures.

Minimum Education: Bachelor's degree in Computer Science or a related discipline.

3. Job Title: Health IT Database Management Specialist IV

Minimum/General Experience: Eight (8) years of progressively difficult experience in systems analysis and programming. Four (4) years of experience being responsible for a large database, and for the logical and physical database design aspects.

Functional Responsibility: Provide technical expertise in the design of the database structures. This includes record content and record to record (set) relationships to achieve a desired information processing goal. The individual shall have experience in the design

and use of databases in current database environments. The individual shall have experience in translation of the logical design into the schema view of the logical and physical aspects of the database. He/she shall be knowledgeable in the design and translation of schemas to partition the total view of the database into subset views of each distinct application, experience in maintenance of privacy locks and monitoring of subschemas validated against the schema and programs compiled against the subschema. The individual shall also be able to determine when and where problems exist in a database and be able to fix those problems found. He/she will institute and implement archived database backup, performance, and recovery procedures.

Minimum Education: Bachelor's degree in Computer Science or a related discipline.

4. Job Title: Health IT Information Assurance Specialist II

Minimum/General Experience: Minimum of eight (8) years of experience is required, of which four (4) years must be leading teams in support of tasks similar to that described under functional responsibility.

Functional Responsibility: Develop Certification and Accreditation (C&A) documentation for Federal systems. Generate all required artifacts for a fully compliant C&A package. Maintain updating existing C&A artifacts and stay current with customer Agency and Federal C&A requirements. Support annual C&A activities such as self-assessments, contingency plan tests, and vulnerability scans.

Review system change requests (SCRs) and provide security impact assessment for changes. Perform security awareness and other security related training. Advise on information privacy considerations such as protection of personally identifiable information (PII). As tasked, serve as Assistant Information System Security Officer (AISSO) for an application.

Develop Interface Control Agreements (ICAs) that specify technical specifications for the integration of internal and external systems. Coordinate and facilitate meetings with external system owners, develop definition of technical specifications for field attributes with external system owners, develop agreement of communication protocols with external system owners, and ensure compliance with agency security requirements. Document Standard Operating Procedures (SOPs), Service Level Agreements (SLAs), installation/connection guides, and supporting detailed design documents.

Minimum Education: Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline.

5. Job Title: Health IT Analyst III

Minimum/General Experience: Eight (8) years of progressively difficult experience in functional and systems analysis. Three year (3) of requirements analysis in a specialized IT area(s), e.g., Operations Analysis, T&E/IV&V, CM, QA, Technical Documentation, Information Security, Financial Management and Administration, Program Support.

Functional Responsibility: Functional knowledge of task order specific requirements, or developing functional requirements for small to mid-size projects or specific tasks. Demonstrated ability to work independently or under only general direction of the Principal Functional Analyst. Leads a medium to large team performing tasking in area of discipline or related areas (Operations Analysis, T&E/IV&V, CM, QA, Technical Documentation, Information Security, Financial Management and Administration, Program Support, etc.), or independently performs highly complex tasks in area of

discipline or related areas. Works with the Principal Functional Analyst to define and document task requirements. Performs systematic reviews of selected functions to determine application and design against defined requirements. Develops and updates functional or operating manuals outlining established methods of performing work in accordance with organizational policy. Provides functional guidance on assigned tasks.

Minimum Education: Bachelor's degree in Computer Science or a related discipline.

6. Job Title: Health IT Program Manager III

Minimum/General Experience: Must have twelve (12) years of IT experience, including at least eight (8) years of IT and/or telecommunications system management experience.

Functional Responsibility: Performs day-to-day management of overall contract support operations, possibly involving multiple projects and groups of personnel at multiple locations. Organizes, directs, and coordinates the planning and production of all contract support activities. Demonstrates written and oral communication skills. At least eight (8) years of direct supervision of IT software development, integration, maintenance projects, and/or telecommunications systems. Must be capable of leading projects that involve the successful management of teams composed of data processing and other information management professionals who have been involved in analysis, design, integration, testing, documenting, converting, extending, and implementing automated information and/or telecommunications systems.

Minimum Education: Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline.

7. Job Title: Health IT Project Manager II

Minimum/General Experience: Minimum of seven (7) years of experience is required, of which five (5) years must be specialized. Specialized experience required includes: engineering project development from inception to deployment; management and control of funds and resources, demonstrated capability in managing multi-task contracts. General experience required includes: increasing responsibilities in information systems design and management.

Functional Responsibility: Leads the project or multiple tasks and retains overall responsibility for performance including cost, schedule, deliverables and contractual compliance. Provides the interface to the customer and other project leaders. May work under a Program Manager for multiple projects. Identifies, acquires, and utilizes company resources to achieve project technical objectives. Establishes priorities, task assignment and completion. Ensures quality and productivity standards are maintained while meeting project/client deadlines and budget constraints. Serves as the client liaison on all project matters. Performs a quality assurance role and ensures timely delivery of all specified deliverables. Identifies all task responsibilities and reports any changes or suggestions accordingly to a senior Project Manager or Program Manager. Supervises the training of new personnel under the project to assure compliance with government regulations, codes, and Company policy and procedures. Participates in contract negotiations.

Minimum Education: Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline.

8. Job Title: Health IT Project Manager III

Minimum/General Experience: Minimum of eight (8) years experience is required, of which five (5) years must be specialized. Specialized experience required includes: engineering project development from inception to deployment; management and control of funds and resources, demonstrated capability in managing multi-task contracts. General experience required includes: increasing responsibilities in information systems design and management.

Functional Responsibility: Leads the project or multiple tasks and retains overall responsibility for performance including cost, schedule, deliverables and contractual compliance. Provides the interface to the customer and other project leaders. May work under a Program Manager for multiple projects. Identifies, acquires, and utilizes company resources to achieve project technical objectives. Establishes priorities, task assignment and completion. Ensures quality and productivity standards are maintained while meeting project/client deadlines and budget constraints. Serves as the client liaison on all project matters. Performs a quality assurance role and ensures timely delivery of all specified deliverables. Identifies all task responsibilities and reports any changes or suggestions accordingly to a senior Project Manager or Program Manager. Supervises the training of new personnel under the project to assure compliance with government regulations, codes, and Company policy and procedures. Participates in contract negotiations.

Minimum Education: Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline.

9. Job Title: Health IT Project Manager IV

Minimum/General Experience: Minimum of ten (10) years experience is required, of which seven (7) years must be specialized. Specialized experience required includes: engineering project development from inception to deployment; management and control of funds and resources, demonstrated capability in managing multi-task contracts. General experience required includes: increasing responsibilities in information systems design and management.

Functional Responsibility: Leads the project or multiple tasks and retains overall responsibility for performance including cost, schedule, deliverables and contractual compliance. Provides the interface to the customer and other project leaders. May work under a Program Manager for multiple projects. Identifies, acquires, and utilizes company resources to achieve project technical objectives. Establishes priorities, task assignment, and completion. Ensures quality and productivity standards are maintained while meeting project/client deadlines and budget constraints. Serves as the client liaison on all project matters. Performs a quality assurance role and ensures timely delivery of all specified deliverables. Identifies all task responsibilities and reports any changes or suggestions accordingly to a senior Project Manager or Program Manager. Supervises the training of new personnel under the project to assure compliance with government regulations, codes, and Company policy and procedures. Participates in contract negotiations.

Minimum Education: Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline.

10. Job Title: Health IT Requirements Analyst II

Minimum/General Experience: Six (6) years of general computer industry experience including a minimum of three (3) years of experience in the specialized area of expertise.

Functional Responsibility: Supports team efforts to develop and modify complex systems and subsystems to enhance an overall operational system. Exercises analytical techniques when gathering information from users, defining work problems, designing a system of computer programs and developing procedures to resolve the problems. Develops complete specifications to enable computer programmers to prepare required programs. Analyzes methods of approach. Reviews task proposal requirements, gathers information, analyzes data, prepares project synopses, compares alternatives, prepares specifications for programs, resolves processing problems, coordinates work with programmers, and orients users to new system.

Minimum Education: Bachelor's Degree in Computer Science, Engineering, Mathematics, Information Systems, Business or a customer domain-related technical or management discipline. A year of college education is the equivalent of two years of relevant work experience.

11. Job Title: Health IT Requirements Analyst IV

Minimum/General Experience: Ten (10) years of general computer industry experience including a minimum of seven (7) years of experience in the specialized area of expertise.

Functional Responsibility: Supports team efforts to develop and modify complex systems and subsystems to enhance an overall operational system. Exercises analytical techniques when gathering information from users, defining work problems, designing a system of computer programs and developing procedures to resolve the problems. Develops complete specifications to enable computer programmers to prepare required programs. Analyzes methods of approach. Reviews task proposal requirements, gathers information, analyzes data, prepares project synopses, compares alternatives, prepares specifications for programs, resolves processing problems, coordinates work with programmers, and orients users to new system.

Minimum Education: Bachelor's Degree in Computer Science, Engineering, Mathematics, Information Systems, Business or a customer domain-related technical or management discipline. A year of college education is the equivalent of two years of relevant work experience.

12. Job Title: Health IT Requirements Analyst V

Minimum/General Experience: Twelve (12) years of general computer industry experience including a minimum of eight (8) years of experience in the specialized area of expertise.

Functional Responsibility: Supports team efforts to develop and modify complex systems and subsystems to enhance an overall operational system. Exercises analytical techniques when gathering information from users, defining work problems, designing a system of computer programs and developing procedures to resolve the problems. Develops complete specifications to enable computer programmers to prepare required programs. Analyzes methods of approach. Reviews task proposal requirements, gathers information, analyzes data, prepares project synopses, compares alternatives, prepares specifications for programs, resolves processing problems, coordinates work with programmers and orients users to new system.

Minimum Education: Bachelor's Degree in Computer Science, Engineering, Mathematics, Information Systems, Business or a customer domain-related technical or management discipline. A year of college education is the equivalent of two years of relevant work experience.

13. Job Title: Health IT Technical Writer II

Minimum/General Experience: Minimum of five (5) years of experience.

Functional Responsibility: Responsible for the preparation, review, revision, and maintenance of technical documents including software and systems engineering, system operations, testing, and user documentation. Writes and edits technical documentation for all of the project's hardware and software to include installation, configuration and how-to documentation. Creates code documentation for software; produces implementation guides and end-user guides for capabilities; provides field, data definition, and data flow documentation and formats technical publications from pamphlets, technical drawings, and consultations with technical personnel and other available resources.

Minimum Education: Bachelor's Degree in English, Literature, Computer Science, Information Systems, Business or other related discipline.