ManTech

General Services Administration
Federal Supply Service
Authorized Federal Supply Schedule Price List

Multiple Award Schedule (MAS)

Contract Number:
GS-35F-0142W

Contract Period of Performance:
December 7, 2009 through December 6, 2024

Pricelist current through Modification PO-0050, dated August 11, 2020

ManTech Advanced Systems International, Inc.
2251 Corporate Park Drive
Herndon, VA 20171-4839

Attn: Jeromy Block
Tel: 703-218-6440
Fax: 703-814-4201
Large Business
http://www.mantech.com

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA *Advantage!*®, a menu-driven database system. The INTERNET address GSA *Advantage!*® is: GSAAdvantage.gov.

TABLE OF CONTENTS

Information for Ordering Agencies 1
Terms and Conditions Applicable to Software Licenses (Special Item Number 511210) and Software Maintenance Services (Special Item Number 54151) of General Purpose Commercial Information Technology Software 6
Terms and Conditions Applicable to Highly Adaptive Cybersecurity Services (HACS) (Special Item Number 54151HACS) 10
Terms and Conditions Applicable to Purchase of Information Technology Training for General Purpose Commercial Information Technology Equipment and Software (Special Item Number 611420) 14
Terms and Conditions Applicable to Information Technology (IT) Professional Services (Special Item Number 54151S) 23
Terms and Conditions Applicable to Electronic Commerce and Subscription Services (Special Item Number 54151ECOM) 27
Terms and Conditions Applicable to Cloud-Related IT Professional Services (Special Item Number 518210C) 30
Terms and Conditions Applicable to Health Information Technology (IT) Services (Special Item Number 54151HEAL) 34
BAA Information Delivery System (BIDS) Product Description and Pricing 37
DecisionPoint General Description 38
DecisionPoint Pricing 39
Labor Category Descriptions applicable to SIN 518210C 41
Labor Category Descriptions applicable to SIN 54151HACS 82
Labor Category Descriptions applicable to SIN 54151S 129
Labor Category Descriptions applicable to SIN 54151HEAL 176
Labor Category On-site (Government) Rates applicable to SIN 518210C 218
Labor Category Off-site (Contractor) Rates applicable to SIN 518210C 220
Labor Category On-site (Government) Rates applicable to SIN 54151HACS 222
Labor Category Off-site (Contractor) Rates applicable to SIN 54151HACS 226
Labor Category On-site (Government) Rates applicable to SIN 54151S 230
Labor Category Off-site (Contractor) Rates applicable to SIN 54151S 234
Labor Category On-site (Government) Rates applicable to SIN 54151HEAL 238
Labor Category Off-site (Contractor) Rates applicable to SIN 54151HEAL 242

Information for Ordering Agencies

1a. AWARDED SPECIAL ITEM NUMBERS (SINs):

SIN	Title
511210	Software Licenses
54151	Software Maintenance Services
54151HACS	Highly Adaptive Cybersecurity Services (HACS) • Cyber Hunt • High Value Asset (HVA) Assessments • Incident Response • Penetration Testing • Risk and Vulnerability Assessment (RVA)
611420	Information Technology Training
54151S	Information Technology Professional Services
54151ECOM	Electronic Commerce and Subscription Services
518210C	Cloud and Cloud-Related IT Professional Services
54151HEAL	Health Information Technology Services
OLM	Order Level Materials (OLMs)

All awarded SINs are approved for Cooperative Purchasing and Recovery Purchasing.

1b. APPROVED PRODUCTS: See Pages 37-40

1c. APPROVED LABOR CATEGORY RATES AND DESCRIPTIONS: See Pages 41-245

2. MAXIMUM ORDER: $250,000 per order for SIN 611420, $500,000 per order for SINs 511210, 54151, 54151HACS, 54151S, 54151ECOM, 518210C, and 54151HEAL, and $100,000 per order for SIN OLM
Notwithstanding this limit, agencies may place and ManTech may honor orders exceeding this limit in accordance with FAR 8.404. This maximum order value is a dollar amount at which it is suggested that the ordering agency request greater discounts from the contractor before issuing the order. The contractor may 1) offer a new lower price, 2) offer the lowest price available under the contract, or 3) decline the order within five (5) days. In accordance with the Maximum Order provisions contained in the Schedule, a delivery order may be placed against the schedule even though it exceeds the maximum order threshold. There is no maximum ceiling for any task order.

3. MINIMUM ORDER: $100.00 unless ManTech agrees to accept a smaller order amount. When the Government requires supplies or services covered by this contract in an amount less than $100, the Government is not obligated to purchase, nor is ManTech obligated to furnish those supplies or services under the contract. However, if the Government places such orders, they shall be deemed to be accepted by ManTech, unless returned to the ordering office within 5 workdays after receipt by ManTech.

4. GEOGRAPHIC COVERAGE: Services offered Locally, Nationally and/or Worldwide. The geographic scope of this contract is the 48 contiguous states and the District of Columbia, Alaska, Hawaii, and the Commonwealth of Puerto Rico, and, on a worldwide basis, all U.S. Government

installations and/or agencies abroad and any foreign country in which the U.S. Government does not prohibit trade.

5. POINT OF PRODUCTION: Not Applicable

6. DISCOUNTS FROM LIST PRICES: Reference Net Pricing included herein. Discounts may be offered on specific orders depending upon the Statement of Work, staffing, geographic location, and other factors.

7. QUANTITY DISCOUNTS: None

8. PROMPT PAYMENT TERMS: None

9a. GOVERNMENT PURCHASE CARD ACCEPTED AT OT BELOW THE MICROPURCHASE TRESHOLD ($3,000). Government Commercial Credit Cards will be acceptable for payment. Contractors are required to accept the Government purchase card for payments equal to or less than the micro-purchase threshold for oral or written delivery orders

9b. GOVERNMENT PURCHASE CARD ACCEPTED ABOVE THE MICROPURCHASE TRESHOLD. Government purchase cards will be acceptable for payment above the micro-purchase threshold. In addition, bank account information for wire transfer payment will be shown on the invoice.

10. FOREIGN ITEMS: None

11a. TIME OF DELIVERY: As negotiated between Contractor and Ordering Office

11b. EXPEDITED DELIVERY: Contact ManTech Advanced Systems International, Inc.

11c. OVERNIGHT AND 2-DAY-DELIVERY: Contact ManTech Advanced Systems International, Inc.

11d. URGENT REQUIREMENTS: Contact ManTech Advanced Systems International, Inc.

12. FOB POINT: Destination

13a. ORDERING ADDRESS:
ManTech Advanced Systems International, Inc.
2251 Corporate Park Drive
Herndon, VA 20171-4839

13b. ORDERING PROCEDURES: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs) and a sample BPA can be found at the GSA/FSS Schedule homepage (fss.gsa.gov/schedules).

14. PAYMENT ADDRESS:
ManTech Advanced Systems International, Inc.
c/o ManTech International Corporation
P.O. Box 822895
Philadelphia PA 19182-2895

15. WARRANTY PROVISIONS: Reference Ordering Procedures for Services; Standard Commercial Warranty for Products

16. EXPORT PACKING CHARGES: Actual costs plus applicable G&A

17. TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE: Government Commercial Credit Cards will be acceptable for payment. Contractors are required to accept the Government purchase card for payments equal to or less than the micro-purchase threshold for oral or written delivery orders. Government purchase cards will be acceptable for payment above the micro-purchase threshold. In addition, bank account information for wire transfer payments will be shown on the invoice.

18. TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR: Not Applicable

19. TERMS AND CONDITIONS OF INSTALLATION: Not Applicable

20. TERMS AND CONDITIONS OF REPAIR PARTS: Not Applicable

20a. TERMS AND CONDITIONS FOR ANY OTHER SERVICES: Not Applicable

21. LIST OF SERVICE AND DISTRIBUTION POINTS: Not Applicable

22. LIST OF PARTICIPATING DEALERS:

ManTech Advanced Systems International, Inc.
c/o ManTech SRS Technologies, Inc.
2251 Corporate Park Drive
Herndon, VA 20171-4839

DUNS: 066183039
CAGE: 4L958

23. PREVENTATIVE MAINTENANCE: Not Applicable

24a. SPECIAL ATTRIBUTES: Not Applicable

24b. SECTION 508: Not Applicable

25. DATA UNIVERAL NUMBER SYSTEM (DUNS) NUMBER: 13-962-7525

26. REGISTERED IN THE SYSTEM FOR AWARD MANAGEMENT (SAM) DATABASE: Yes

27. TYPES OF ORDERS: Both firm fixed-price and time and materials task orders are acceptable under this contract.

28. SECURITY REQUIREMENTS: In the event security requirements are necessary, the ordering activities may incorporate in their delivery order(s), a security clause in accordance with current

laws, regulations, and individual agency policy; however, the burden of administering the security requirements shall be with the ordering agency. If any costs are incurred as a result of the inclusion of security requirements, such costs will not exceed ten percent (10%) or $100,000, of the total dollar value of the order, whichever is less.

29. **CONTRACT ADMINISTRATION FOR ORDERING OFFICES:** Any ordering office, 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 (1) Termination for the Government's convenience, and (m) Termination for Cause (See C.1.).

30. **PURCHASE OF INCIDENTAL, NON-SCHEDULE ITEMS:** For administrative convenience, open market (non-contract) items may be added to a Federal Supply Schedule Blanket Purchase Agreement (BPA) or an individual order, provided that the items are clearly labeled as such on the order, all applicable regulations have been followed, and the price reasonableness has been determined by the ordering activity for the open market (non-contract) items.

31. **SUBCONTRACTORS:** Subcontractors are to be included on task orders under the schedule price list labor categories and rates when possible. Upon the approval of the ordering agency, subcontractors may be included as off-schedule costs if their services are not suitable under the contract labor categories as listed herein (per the Schedule 70 solicitation).

32. **TRAVEL & OTHER DIRECT COSTS (ODCS):** For travel and ODCs costs, ManTech will follow the Federal Travel Regulations or Joint Travel Regulations, as applicable. As documented within ManTech's disclosure statement for each Business Unit, ManTech will apply applicable indirect rates to travel and/or ODC costs per our disclosure statements.

33. **DIFFERENTIALS/ALLOWANCES:** The rates included herein do not include Cost of Living Allowances or Site Differentials, nor do they include Housing or Relocation Costs. These costs, to include overtime pay and shift differentials shall be negotiated separately on a case-by-case basis with the ordering agencies. Additionally, the rates do not include Hazardous Duty Pay or Sea Duty/Isolated Duty. These costs shall also be negotiated separately on a case-by case- basis with the ordering agencies.

34. **OVERTIME:** ManTech observes all overtime pay requirements of the Fair Labor Standards Act of 1938, as amended. Thus all employees who are subject to the law's wage and hour provisions (that is "non-exempt" employees, such as administrative personnel and certain technicians) will receive compensation for approved overtime in accordance with those provisions. In states that have established other overtime standards, applicable legal requirements will be observed.

35. **DEFENSE PRIORITIES AND ALLOCATIONS SYSTEM REQUIREMENTS:** For task orders issued under this schedule, ManTech recognizes the Defense Priorities and Allocations System Requirements regulation, reference DFAR 252.211-15.

36. **LIABILITY FOR INJURY OR DAMAGE:** The Contractor shall not be liable for any injury to Government personnel or damage to Government 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.

37. INDUSTRIAL FUNDING FEE: The Industrial Funding Fee is included in the labor rates and the products awarded under this Schedule. The IFF does not apply to off-schedule items such as travel, materials, and other direct costs.

Terms and Conditions Applicable to Software Licenses (Special Item Number 511210) and Software Maintenance Services (Special Item Number 54151) of General Purpose Commercial Information Technology Software

NOTE: All non-professional labor categories must be incidental to, and used solely to support professional services, and cannot be purchased separately.

1. INSPECTION/ACCEPTANCE

The Contractor shall only tender for acceptance those items that conform to the requirements of this contract. The ordering activity reserves the right to inspect or test any software that has been tendered for acceptance. The ordering activity may require repair or replacement of nonconforming software at no increase in contract price. The ordering activity must exercise its post acceptance rights (1) within a reasonable time after the defect was discovered or should have been discovered; and (2) before any substantial change occurs in the condition of the software, unless the change is due to the defect in the software.

2. END USER LICENSE AGREEMENTS REQUIREMENTS (EULA)

The Contractor shall provide all End User License Agreements in an editable Microsoft Office (Word) format.

3. GUARANTEE/WARRANTY

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

BIDS and DecisionPoint Warranty:

ManTech WARRANTS that the BIDS and DecisionPoint applications and service provided by its AcqCenter Division shall conform to applicable specifications as detailed in the attached BIDS and DecisionPoint General Descriptions and shall remain free from defects for the duration of the service period agreement. ManTech warrants that the BIDS and DecisionPoint application designs will not contain any computer viruses, worms, trap doors, time bombs, undocumented passwords, disabling code, Trojan horses, or similar malicious mechanism or device. However, ManTech does not warrant data entered, attached, or otherwise provided by clients or other third parties for inclusion in the BIDS or DecisionPoint system.

ManTech's obligation under this Warranty shall be limited to repair at the Headquarters (ManTech, 14280 Park Meadow Drive, Suite 400, Chantilly, VA 20151, Phone (703) 674-2861), or at its option, replacement of defective product. In no event shall ManTech be responsible for incidental or consequential damages whatsoever (including without limitation, special, or indirect damages for personal injury, loss of business profits, compromise of protected information, business interruption, loss of business information, or any other pecuniary loss) to system hardware configuration, or data contained thereon. ManTech shall make good faith efforts, where applicable, to inform customers of potential incidental or consequential damages that could occur by use of BIDS or DecisionPoint, if said potential damages are reasonably foreseeable by ManTech prior to installation and use of the software. This Warranty shall not apply to Products that have been damaged through negligence, accident, any misuse to include software code tampering, or acts or nature such as floods, fires, earthquakes, lightning strikes, etc.

ManTech's liability, whether in contract or in tort, arising out of warranties or representations, instructions or defects from any cause, shall be limited exclusively to application replacement and

service restoration to include data archival restoration to the extent practicable under the aforementioned conditions. ManTech requires notification of system interruption within seven calendar days of discovery of the interruption to establish a claim under this warranty. To obtain warranty service for BIDS application service, you must first call the AcqCenter.com help desk at (703) 674-2973 or for DecisionPoint application service you must first call (703) 674-9108. The telephone representative will provide further information, including scheduling of service at Warrantees facility if appropriate. During the period of this limited Warranty, ManTech will provide Technical Support at no additional charge to you. Technical Support is limited to application support installed by ManTech. Technical Support may be obtained by calling the BIDS Technical Help Desk, Monday Friday, 8 a.m. to 6 p.m. E.S.T., at (703) 674-2973 or DecisionPoint Technical Help Desk, Monday through Friday, 8 a.m. to 6 p.m. E.S.T at (703) 674-2861.

The above Warranty applies to services and applications provided by ManTech. ManTech may, at the warrantee's request, provide hardware, software, firmware or other information technology from Original Equipment Manufacturers or other third parties. Equipment and services provided, but not manufactured by ManTech, are warranted and will be repaired to the extent of and according to the current terms and conditions of the respective manufacturers. In no event shall ManTech be liable for consequential, incidental, special, indirect or punitive damages or attorney fees or court costs, in relation to any failure of the hardware, software, firmware or information technology provided by ManTech to perform as specified in this warranty. Monetary damages relating to this warranty, whether arising in contract or in tort, or otherwise, shall be limited to the contract price for the specific hardware, software, firmware or information technology subject to a warranty claim.

Disputes regarding this warranty shall be resolved in accordance with FAR clause 52.233-1, Disputes.

b. The Contractor warrants and implies that the items delivered hereunder are merchantable and fit for use for the particular purpose described in this contract. If no implied warranties are given, an express warranty of at least 60 days must be given in accordance with FAR 12.404(b) (2)

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

4. TECHNICAL SERVICES

The Contractor, without additional charge to the ordering activity, shall provide a hot line technical support number BIDS (703) 674-2973 or Decision Point (703) 674-2861 for the purpose of providing user assistance and guidance in the implementation of the software. The technical support number is available from 8 a.m. to 6 p.m. EST.

5. SOFTWARE MAINTENANCE

a. Software maintenance as it is defined: (select software maintenance type):

___X___ 2. Software Maintenance Services (SIN 54151)

Software Maintenance Services creates, designs, implements, and/or integrates customized changes to software that solve one or more problems and is not included with the price of the software. Software Maintenance Services includes person-to-person communications regardless of the medium used to communicate: telephone support, on-line technical support, customized support,

and/or technical expertise which are charged commercially. Software Maintenance Services is billed arrears in accordance with 31 U.S.C. 3324.

Software Maintenance Services is billed in arrears in accordance with 31 U.S.C. 3324.

b. Invoices for maintenance service shall be submitted by the Contractor on a quarterly or monthly basis, after the completion of such period. Maintenance charges must be paid in arrears (31 U.S.C. 3324). PROMPT PAYMENT DISCOUNT, IF APPLICABLE, SHALL BE SHOWN ON THE INVOICE.

6. PERIODS OF TERM LICENSES (SIN 511210) AND MAINTENANCE (SIN 54151)

a. The Contractor shall honor orders for periods for the duration of the contract period or a lessor period of time.

b. Term licenses and/or maintenance may be discontinued by the ordering activity on thirty (30) calendar day's written notice to the Contractor.

c. Annual Funding. When annually appropriated funds are cited on an order for term licenses and/or maintenance, the period of the term licenses and/or maintenance shall automatically expire on September 30 of the contract period, or at the end of the contract period, whichever occurs first. Renewal of the term licenses and/or maintenance orders citing the new appropriation shall be required, if the term licenses and/or maintenance is to be continued during any remainder of the contract period.

d. Cross-Year Funding Within Contract Period. Where an ordering activity's specific appropriation authority provides for funds in excess of a 12 month (fiscal year) period, the ordering activity may place an order under this schedule contract for a period up to the expiration of the contract period, notwithstanding the intervening fiscal years.

e. Ordering activities should notify the Contractor in writing thirty (30) calendar days prior to the expiration of an order, if the term licenses and/or maintenance is to be terminated at that time. Orders for the continuation of term licenses and/or maintenance will be required if the term licenses and/or maintenance is to be continued during the subsequent period.

7. UTILIZATION LIMITATIONS - (SIN 511210 AND SIN 54151)

a. Software acquisition is limited to commercial computer software defined in FAR Part 2.101.

b. When acquired by the ordering activity, commercial computer software and related documentation so legend shall be subject to the following:

(1) Title to and ownership of the software and documentation shall remain with the Contractor, unless otherwise specified.

(2) Software licenses are by site and by ordering activity. An ordering activity is defined as a cabinet level or independent ordering activity. The software may be used by any subdivision of the ordering activity (service, bureau, division, command, etc.) that has access to the site the software is placed at, even if the subdivision did not participate in the acquisition of the software. Further, the software may be used on a sharing basis where multiple agencies have joint projects that can be satisfied by the use of the software placed at one ordering activity's site. This would allow other agencies access to one ordering activity's database. For ordering activity public domain databases, user agencies and third parties may use the computer program to enter, retrieve, analyze and present

data. The user ordering activity will take appropriate action by instruction, agreement, or otherwise, to protect the Contractor's proprietary property with any third parties that are permitted access to the computer programs and documentation in connection with the user ordering activity's permitted use of the computer programs and documentation. For purposes of this section, all such permitted third parties shall be deemed agents of the user ordering activity.

(3) Except as is provided above, the ordering activity shall not provide or otherwise make available the software or documentation, or any portion thereof, in any form, to any third party without the prior written approval of the Contractor. Third parties do not include prime Contractors, subcontractors and agents of the ordering activity who have the ordering activity's permission to use the licensed software and documentation at the facility, and who have agreed to use the licensed software and documentation only in accordance with these restrictions. This provision does not limit the right of the ordering activity to use software, documentation, or information therein, which the ordering activity may already have or obtains without restrictions.

(4) The ordering activity shall have the right to use the computer software and documentation with the computer for which it is acquired at any other facility to which that computer may be transferred, or in cases of Disaster Recovery, the ordering activity has the right to transfer the software to another site if the ordering activity site for which it is acquired is deemed to be unsafe for ordering activity personnel; to use the computer software and documentation with a backup computer when the primary computer is inoperative; to copy computer programs for safekeeping (archives) or backup purposes; to transfer a copy of the software to another site for purposes of benchmarking new hardware and/or software; and to modify the software and documentation or combine it with other software, provided that the unmodified portions shall remain subject to these restrictions.

(5) "Commercial Computer Software" may be marked with the Contractor's standard commercial restricted rights legend, but the schedule contract and schedule pricelist, including this clause, "Utilization Limitations" are the only governing terms and conditions, and shall take precedence and supersede any different or additional terms and conditions included in the standard commercial legend.

8. SOFTWARE CONVERSIONS - (SIN 511210)

Full monetary credit will be allowed to the ordering activity when conversion from one version of the software to another is made as the result of a change in operating system, or from one computer system to another. Under a term license (511210), conversion credits which accrued while the earlier version was under a term license shall carry forward and remain available as conversion credits which may be applied towards the perpetual license price of the new version.

9. DESCRIPTIONS AND EQUIPMENT COMPATIBILITY

The Contractor shall include, in the schedule pricelist, a complete description of each software product and a list of equipment on which the software can be used. Also, included shall be a brief, introductory explanation of the modules and documentation which are offered.

Terms and Conditions Applicable to Highly Adaptive Cybersecurity Services (HACS) (Special Item Number 54151HACS)

******NOTE: Non-professional labor categories must be incidental to, and used solely to support Highly Adaptive Cybersecurity Services, and cannot be purchased separately. Further, non-professional labor categories shall be offered under SIN ANCILLARY only.**

******NOTE: Labor categories under the Special Item Number 54151S Information Technology Professional Services may remain under SIN 54151S unless the labor categories are specific to the Highly Adaptive Cybersecurity Services SINs.**

Vendor suitability for offering services through the Highly Adaptive Cybersecurity Services (HACS) SINs must be in accordance with the following laws and standards when applicable to the specific task orders, including but not limited to:

- Federal Acquisition Regulation (FAR) Part 52.204-21
- OMB Memorandum M-06-19 - Reporting Incidents Involving Personally Identifiable Information and Incorporating the Cost for Security in Agency Information Technology Investments
- OMB Memorandum M -07-16 - Safeguarding Against and Responding to the Breach of Personally Identifiable Information
- OMB Memorandum M-16-03 - Fiscal Year 2015-2016 Guidance on Federal Information Security and Privacy Management Requirements
- OMB Memorandum M-16-04 – Cybersecurity Implementation Plan (CSIP) for Federal Civilian Government
- The Cybersecurity National Action Plan (CNAP)
- NIST SP 800-14 - Generally Accepted Principles and Practices for Securing Information Technology Systems
- NIST SP 800-27A - Engineering Principles for Information Technology Security (A Baseline for Achieving Security)
- NIST SP 800-30 - Guide for Conducting Risk Assessments
- NIST SP 800-35 - Guide to Information Technology Security Services
- NIST SP 800-37 - Guide for Applying the Risk Management Framework to Federal Information Systems: A Security Life Cycle Approach
- NIST SP 800-39 - Managing Information Security Risk: Organization, Mission, and Information System View
- NIST SP 800-44 - Guidelines on Securing Public Web Servers
- NIST SP 800-48 - Guide to Securing Legacy IEEE 802.11 Wireless Networks
- NIST SP 800-53 – Security and Privacy Controls for Federal Information Systems and Organizations
- NIST SP 800-61 - Computer Security Incident Handling Guide
- NIST SP 800-64 - Security Considerations in the System Development Life Cycle
- NIST SP 800-82 - Guide to Industrial Control Systems (ICS) Security
- NIST SP 800-86 - Guide to Integrating Forensic Techniques into Incident Response
- NIST SP 800-115 - Technical Guide to Information Security Testing and Assessment
- NIST SP 800-128 - Guide for Security-Focused Configuration Management of Information Systems
- NIST SP 800-137 - Information Security Continuous Monitoring (ISCM) for Federal Information Systems and Organizations
- NIST SP 800-153 - Guidelines for Securing Wireless Local Area Networks (WLANs)

- NIST SP 800-171 - Protecting Controlled Unclassified Information in non-federal Information Systems and Organizations

1. SCOPE

a. The labor categories, prices, terms and conditions stated under Special Item Number 54151HACS High Adaptive Cybersecurity Services apply exclusively to High Adaptive Cybersecurity Services within the scope of this Information Technology Schedule.

b. Services under these SINs are limited to Highly Adaptive Cybersecurity Services only. Software and hardware products are under different Special Item Numbers on the MAS (e.g. 511210, 511210, 33411), and may be quoted along with services to provide a total solution.

c. These SINs provide ordering activities with access to Highly Adaptive Cybersecurity services only.

d. Highly Adaptive Cybersecurity Services provided under these SINs shall comply with all Cybersecurity certifications and industry standards as applicable pertaining to the type of services as specified by ordering agency.

e. 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. ORDER

a. Agencies may use written orders, Electronic Data Interchange (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.

3. PERFORMANCE OF SERVICES

a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity. All Contracts will be fully funded.

b. The Contractor agrees to render services 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 Highly Adaptive Cybersecurity 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. All travel will be agreed upon with the client prior to the Contractor's travel.

4. INSPECTION OF SERVICES

Inspection of services is in accordance with 552.212-4 - CONTRACT TERMS AND CONDITIONS – COMMERCIAL ITEMS (MAY 2015) (ALTERNATE II – JUL 2009) (FAR DEVIATION – JUL 2015) (TAILORED) for Firm-Fixed Price and Time-and-Materials and Labor-Hour Contracts orders placed under this contract.

5. 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 (MAY 2014) Rights in Data – General, may apply.

The Contractor shall comply with contract clause (52.204-21) to the Federal Acquisition Regulation (FAR) for the basic safeguarding of contractor information systems that process, store, or transmit Federal data received by the contract in performance of the contract. This includes contract documents and all information generated in the performance of the contract.

6. RESPONSIBILITIES OF THE ORDERING ACTIVITY

Subject to the ordering activity's security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite Highly Adaptive Cybersecurity Services.

7. INDEPENDENT CONTRACTOR

All Highly Adaptive Cybersecurity 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.

8. 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.

9. INVOICES

The Contractor, upon completion of the work ordered, shall submit invoices for Highly Adaptive Cybersecurity 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.

10. RESUMES

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

11. 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.

12. DESCRIPTION OF HIGHLY ADAPTIVE CYBERSECURITY SERVICES AND PRICING

The labor category descriptions start on page 82 and the approved GSA rates are on page 222.

Terms and Conditions Applicable to Purchase of Information Technology Training for General Purpose Commercial Information Technology Equipment and Software (Special Item Number 611420)

1. SCOPE

a. The Contractor shall provide Information Technology Training normally available to commercial customers, which will permit ordering activity users to make full, efficient use of general purpose commercial IT products. Training is restricted to Information Technology Training for those products within the scope of this solicitation.

b. The Contractor shall provide training at the Contractor's facility and/or at the ordering activity's location, as agreed to by the Contractor and the ordering activity.

2. ORDER

Written orders, EDI orders (GSA Advantage! and FACNET), credit card orders, and orders placed under blanket purchase agreements (BPAs) shall be the basis for the purchase of Information Technology Training in accordance with the terms of this contract. Orders shall include the student's name, course title, course date and time, and contracted dollar amount of the course.

3. TIME OF DELIVERY

The Contractor shall conduct training on the date (time, day, month, and year) agreed to by the Contractor and the ordering activity.

4. CANCELLATION AND RESCHEDULING

a. The ordering activity will notify the Contractor at least seventy-two (72) hours before the scheduled training date, if a student will be unable to attend. The Contractor will then permit the ordering activity to either cancel the order or reschedule the training at no additional charge. In the event the training class is rescheduled, the ordering activity will modify its original training order to specify the time and date of the rescheduled training class.

b. In the event the ordering activity fails to cancel or reschedule a training course within the time frame specified in paragraph a, above, the ordering activity will be liable for the contracted dollar amount of the training course. The Contractor agrees to permit the ordering activity to reschedule a student who fails to attend a training class within ninety (90) days from the original course date, at no additional charge.

c. The ordering activity reserves the right to substitute one student for another up to the first day of class.

d. In the event the Contractor is unable to conduct training on the date agreed to by the Contractor and the ordering activity, the Contractor must notify the ordering activity at least seventy-two (72) hours before the scheduled training date.

5. FOLLOW-UP SUPPORT

The Contractor agrees to provide each student with unlimited telephone support or online support for a period of one (1) year from the completion of the training course. During this period, the student may contact the Contractor's instructors for refresher assistance and answers to related course curriculum questions.

6. PRICE FOR TRAINING

The price that the ordering activity will be charged will be the ordering activity training price in effect at the time of order placement, or the ordering activity price in effect at the time the training course is conducted, whichever is less.

7. INVOICES AND PAYMENT

Invoices for training shall be submitted by the Contractor after ordering activity completion of the training course. Charges for training must be paid in arrears (31 U.S.C. 3324). PROMPT PAYMENT DISCOUNT, IF APPLICABLE, SHALL BE SHOWN ON THE INVOICE.

8. FORMAT AND CONTENT OF TRAINING

a. The Contractor shall provide written materials (i.e., manuals, handbooks, texts, etc.) normally provided with course offerings, printed and copied two-sided on paper containing 30% postconsumer materials (fiber). Such documentation will become the property of the student upon completion of the training class.

b. **If applicable** For hands-on Information Technology Training, there must be a one-to-one assignment of IT equipment to students.

c. The Contractor shall provide each student with a Certificate of Training at the completion of each training course.

d. The Contractor shall provide the following information for each training course offered:
(1) The course title and a brief description of the course content, to include the course format (e.g., lecture, discussion, hands-on training);
(2) The length of the course;
(3) Mandatory and desirable prerequisites for student enrollment;
(4) The minimum and maximum number of students per class;
(5) The locations where the course is offered;
(6) Class schedules; and
(7) Price (per student, per class (if applicable)).

e. For those courses conducted at the ordering activity's location, instructor travel charges (if applicable), including mileage and daily living expenses (e.g., per diem charges) are governed by Pub. L. 99-234 and FAR Part 31.205-46, and are reimbursable by the ordering activity on orders placed under the Multiple Award Schedule, as applicable, in effect on the date(s) the travel is performed. Contractors cannot use GSA city pair contracts. The Industrial Funding Fee does NOT apply to travel and per diem charges.

f. For Online Information Technology Training, the Contractor shall make every effort to provide a copy of the training material for electronic download, however, due to the fact that the training material contains Contractor proprietary data, not all training material will be available for electronic download. The Contractor will provide access to the course materials electronically for all online training.

9. TRAINING COURSE DESCRIPTION AND PRICING

WINDOWS CNO PROGRAMMER SYLLABUS

The *Windows Computer Network Operations Programmer* course is an intensive, hands-on course focused on providing a programmer with the skills and knowledge needed to become an advanced CNO programmer, with emphasis in the Windows environment. The class format combines both lecture and labs for practical application of knowledge, including two labs that function as culminating exercises.

LEARNING OUTCOME

After the completion of the three modules, the student will be capable of assisting in the CNO tool development lifecycle. The student will understand the tool objectives, environments, obstacles and pitfalls associated with development, as well as strategies to meet objectives effectively and efficiently.

COURSE OUTLINE

The course contains the following modules:

Core Module

- Python (3 Days)
- Networks (5 Days)
- Assembly (3 Days)
- Software Reverse Engineering (5 Days)
- Core Crucible (1 Day)

User Mode Development Module

- Windows System Programming (4 Days)
- Windows Internals (4 Days)
- CNO User Mode Development (5 Days)
- Vulnerability Research and Exploitation (5 Days)
- User Mode Crucible (2 Days)

Kernel Mode Development Module

- Kernel Internals (5 Days)
- CNO Kernel Mode Development (3 Days)

PREREQUISITE(S)

Students should have a Bachelor's degree in Computer Science or Computer Engineering, or equivalent experience. Students should also possess high academic achievement or operational/technical experience and an intense desire to learn. This course requires previous programming experience in C. Student should possess experience in Windows Programming and IA-32 assembly.

ENROLLMENT

Submit student enrollment requests to ACTP@ManTech.com. The training administrator will expedite your request and payment requirements. Please contact ACTP@ManTech.com with any questions.

TUITION

Modular and weekly enrollments are offered based on seat availability. Online and remote enrollments are also available upon request.

GSA Tuition Price for the course, which includes all course material is:

- 1-4 Students: $25,390.43/per student

- 5-8 Students: $25,125.94/per student
- 9-11 Students: $24,861.46/per student
- More than 12 Students: $24,596.98/per student

COURSE LENGTH
The entire course is approximately 45 days in length.

INSTRUCTORS
Our instructors are members of an elite group of cyber professionals and have been chosen for their technical knowledge, industry experience, and facilitation skills. Instructors are rotated between the classroom and contract positions to ensure their skills are current and operationally relevant.

TRAINING FACILITIES
We have training facilities in Hanover, Maryland, Jessup, Maryland and San Antonio, Texas. Our VTC and Virtual Instructor-Led Training are available as well as on-site training.

CLASS SIZE
Minimum class size is six (6). Two instructors will be provided for class sizes exceeding ten students.

GRADING
Each class features one or more quizzes and a final exam. An average exam score of 80% is a passing grade. Students who complete all 10 graded classes, with an 80% average or better, are recognized as ManTech Certified Advanced Cyber Programmers (CACPs), and receive certification. Students who achieve a 95% or higher receive honors. Students that do not receive a certifying grade will receive certificates of attendance, or graduation.

INTRODUCTION TO THE ANDROID PLATFORM

Course Description

Introduction To The Android Platform is a unique course offering students the ability to explore the Android operating system. This lab-driven class exposes students to the entire OS stack, covering everything from development of Android applications using the SDK and Android Studio to how these APIs map to native libraries, the Linux kernel, and Android-specific kernel components. There is also a heavy emphasis on security at each level of the stack covered, including features and developments from the latest releases of Android.

PREREQUISITE(S)

• Students should have a bachelor's degree in Computer Science or Computer Engineering, or equivalent experience. C and Java programming experience is helpful, but not required.

WHO SHOULD ATTEND

• Developers and researchers looking to learn how to write code for mobile platforms
• Android developers looking to write more secure code
• Security researchers looking to gain insight into the Android OS architecture

COURSE DETAILS

• 5 days
• 19 Labs
• 3 quizzes, 1 practical exam
• Android devices and development environment is provided

ENROLLMENT

• Submit student enrollment requests to ACTP@ManTech.com. The training administrator will expedite your request and payment requirements. At this time, enrollment is limited to ManTech employees and government employees. Please contact ACTP@ManTech.com with any questions.

TUITION

GSA Tuition Price for the course, which includes all course material is:

- 1-4 Students: $3,191.94/per student
- 5-8 Students: $3,158.69/per student
- 9-11 Students: $3,125.44/per student
- More than 12 Students: $3,092.19/per student

INSTRUCTORS

• Our instructors are members of an elite group of cyber professionals and have been chosen for their technical knowledge, industry experience, and facilitation skills. Instructors who understand the real challenges facing programmers because they perform the work professionally every day.

CLASS SIZE and TRAINING FACILITY

• Maximum class size is sixteen students. Minimum class size is eight students. An assistant instructor will be provided for class sizes exceeding eight students.
• Our training facility is located in Hanover, Maryland.

GRADING
• Quizzes and Labs are administered as knowledge checks during the course regularly.
• Class culminates in a final exam.

Agenda and Course Content
Day 1:
• Device Modes
• Rooting and flashing and images
• Android image internals
• Device Exploration: file system, database files
• Android Kernel overview
• Android source exploration
• Android boot process: Bootloader, kernel, init, Zygote

Day 2:
• Introduction to Android applications
• Using Android Studio
• Java Primer/Review
• Activities: Development, lifecycle, logging
• APKs: structure, format, build process, manifest files, .dex and .odex files, signing process
• Decompiling and Reverse Engineering APKs
• Android Services: Development, types, AIDL interface language
• Intents and Messages: Types, security

Day 3:
• Binder driver – functionality, implementation
• Android sensors – Use, types
• Android audio – subsystem stack, framework implementation
• Android location Services and GPS

Day 4:
• Android Camera – custom implementation of Camera app
• Native Code and Native Development Kit (NDK) introduction
• Cross compilation process

Day 5:
• JNI on Android: environment setup, development
• Custom exploration/forensics to re-implement an Android app in native code
• Android Security overview: changes and versions
• Exam and certification/completion

LINUX CNO PROGRAMMER COURSE

The *Linux Computer Network Operations Programmer* course is an intensive, hands-on course focused on providing a programmer with the skills and knowledge needed to become an advanced CNO programmer, with emphasis in the Linux environment. The class format combines both lecture and labs for practical application of knowledge, including two labs that function as culminating exercises.

LEARNING OUTCOME

After the completion of the three modules, the student will be capable of assisting in the CNO tool development lifecycle. The student will understand the tool objectives, environments, obstacles and pitfalls associated with development, as well as strategies to meet objectives effectively and efficiently.

COURSE OUTLINE

The course contains the following modules:

We also offer modular enrollment, based on seat availability (please see pricing below).

CNO CORE (17 DAYS)		
Python	3 Days	The Python class is an introduction to the Python programming language with an emphasis on tools and techniques that are useful for CNO tasks such as test development and vulnerability research.
Networks	5 Days	The Networks class is a practical exploration of IPv4 and IPv6 networks and sockets programming.
Assembly	3 Days	The Assembly class covers the x86 (IA-32) and x86-64 (AMD64) assembly languages.
Software Reverse Engineering	5 Days	The Software Reverse Engineering class introduces tools and techniques for analyzing x86 and x86-64 executable files.
Core Crucible	1 Day	In the Core Crucible, students work in teams to analyze and exploit a botnet.
• 1-4 Students: $10,852.59/per student • 5-8 Students: $10,739.55/per student • 9-11 Students: $10,626.50/per student • More than 12 Students: $10,513.45/per student		

LINUX USER MODE DEVELOPMENT (20 DAYS)		
Linux Systems Programming	4 Days	The Linux Systems Programming class introduces Linux development tools and the POSIX and Linux APIs.
Linux Internals	4 Days	Linux Internals delves further into Linux with advanced uses of the POSIX API, C library internals, parsing and manipulation of ELF files, and Linux-specific system calls.

Linux CNO User Mode Development	5 Days	Building on the material from the preceding classes, the CNO User Mode Development class provides instruction on fundamental techniques and best practices for CNO tool development
Linux Vulnerability Research and Exploitation	5 Days	Students in the Vulnerability Research and Exploitation class learn how to analyze and exploit vulnerabilities in software.
Linux User Mode Crucible	2 Days	In the User Mode Crucible, students work in teams to analyze and exploit a vulnerable network service.
• 1-4 Students: $13,541.56/per student • 5-8 Students: $13,400.50/per student • 9-11 Students: $13,259.45/per student • More than 12 Students: $13,118.39/per student		

LINUX KERNEL MODE DEVELOPMENT (8 DAYS)		
Linux Kernel Internals	5 Days	The Kernel Internals class introduces students to the major subsystems, configuration and compilation, and module/driver development for the Linux kernel.
Linux CNO Kernel Mode Development	3 Days	The CNO Kernel Mode Development class builds on the previous class to introduce techniques useful for Linux Kernel CNO
• 1-4 Students: $6,770.78/per student • 5-8 Students: $6,700.25/per student • 9-11 Students: $6,629.72/per student • More than 12 Students: $6,559.19/per student		

PREREQUISITE(S)
Students should have a Bachelor's degree in Computer Science or Computer Engineering, or equivalent experience. Students should also possess high academic achievement or operational/technical experience and an intense desire to learn. This course requires previous programming experience in C. Student should possess experience in Linux Programming and x84_64 assembly.

ENROLLMENT
Submit student enrollment requests to ACTP@ManTech.com. The training administrator will expedite your request and payment requirements. Please contact ACTP@ManTech.com with any questions.

TUITION
Modular and weekly enrollments are offered based on seat availability. Online and remote enrollments are also available upon request.

GSA Tuition Price for the course, which includes all course material is:

- 1-4 Students: $31,164.94/per student

- 5-8 Students: $30,840.30/per student
- 9-11 Students: $30,515.67/per student
- More than 12 Students: $30,191.03/per student

COURSE LENGTH
The entire course is approximately 45 days in length.

INSTRUCTORS
Our instructors are members of an elite group of cyber professionals and have been chosen for their technical knowledge, industry experience, and facilitation skills. Instructors are rotated between the classroom and contract positions to ensure their skills are current and operationally relevant.

TRAINING FACILITIES
We have training facilities in Hanover, Maryland, Jessup, Maryland and San Antonio, Texas. Our VTC and Virtual Instructor-Led Training are available as well as on-site training.

CLASS SIZE
Minimum class size is six (6). Two instructors will be provided for class sizes exceeding ten students.

GRADING
Each class features one or more quizzes and a final exam. An average exam score of 80% is a passing grade. Students who complete all 10 graded classes, with an 80% average or better, are recognized as ManTech Certified Advanced Cyber Programmers (CACPs), and receive certification. Students who achieve a 95% or higher receive honors. Students that do not receive a certifying grade will receive certificates of attendance, or graduation.

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

NOTE: All non-professional labor categories must be incidental to, and used solely to support professional services, and cannot be purchased separately.

1. SCOPE

a. The prices, terms and conditions stated under Special Item Number 54151S 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

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

7. RESPONSIBILITIES OF THE CONTRACTOR

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

8. RESPONSIBILITIES OF THE ORDERING ACTIVITY

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

9. INDEPENDENT CONTRACTOR

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

10. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

"Contractor" means the person, firm, unincorporated association, joint venture, partnership, or corporation that is a party to this contract.

"Contractor and its affiliates" and "Contractor or its affiliates" refers to the Contractor, its chief executives, directors, officers, subsidiaries, affiliates, subcontractors at any tier, and consultants and any joint venture involving the Contractor, any entity into or with which the Contractor subsequently merges or affiliates, or any other successor or assignee of the Contractor.

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

b. To avoid an organizational or financial conflict of interest and to avoid prejudicing the best interests of the ordering activity, ordering activities may place restrictions on the Contractors, its affiliates, chief executives, directors, subsidiaries and subcontractors at any tier when placing orders against schedule contracts. Such restrictions shall be consistent with FAR 9.505 and shall be designed to avoid, neutralize, or mitigate organizational conflicts of interest that might otherwise exist in situations related to individual orders placed against the schedule contract. Examples of situations, which may require restrictions, are provided at FAR 9.508.

11. INVOICES

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

12. PAYMENTS

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

(a) The Government contemplates award of a Time-and-Materials or Labor-Hour type of contract resulting from this solicitation.

(b) The offeror must specify fixed hourly rates in its offer that include wages, overhead, general and administrative expenses, and profit. The offeror must specify whether the fixed hourly rate for each labor category applies to labor performed by—

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

13. RESUMES

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

14. INCIDENTAL SUPPORT COSTS

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

15. APPROVAL OF SUBCONTRACTS

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

16. DESCRIPTION OF IT PROFESSIONAL SERVICES AND PRICING

The labor category descriptions start on page 129 and the approved GSA rates are on page 230.

Terms and Conditions Applicable to Electronic Commerce and Subscription Services (Special Item Number 54151ECOM)

NOTE: All non-professional labor categories must be incidental to, and used solely to support professional services, and cannot be purchased separately.

1. SCOPE

The prices, terms and conditions stated under Special Item Number 54151ECOM Electronic Commerce (EC) Services apply exclusively to EC Services within the scope of this Information Technology Schedule.

2. ELECTRONIC COMMERCE CAPACITY AND COVERAGE

The Ordering Activity shall specify the capacity and coverage required as part of the initial requirement.

3. INFORMATION ASSURANCE

a. The Ordering Activity is responsible for ensuring to the maximum extent practicable that each requirement issued is in compliance with the Federal Information Security Management Act (FISMA)

b. The Ordering Activity shall assign an impact level (per Federal Information Processing Standards Publication 199 & 200 (FIPS 199, "*Standards for Security Categorization of Federal Information and Information Systems*") (FIPS 200, "*Minimum Security Requirements for Federal Information and Information Systems*") prior to issuing the initial statement of work. Evaluations shall consider the extent to which each proposed service accommodates the necessary security controls based upon the assigned impact level. The Contractor awarded SIN 54151ECOM is capable of meeting at least the minimum security requirements assigned against a low-impact information system (per FIPS 200).

c. The Ordering Activity reserves the right to independently evaluate, audit, and verify the FISMA compliance for any proposed or awarded Electronic Commerce services. All FISMA certification, accreditation, and evaluation activities are the responsibility of the ordering activity.

4. DELIVERY SCHEDULE

The Ordering Activity shall specify the delivery schedule as part of the initial requirement. The Delivery Schedule options are found in *Information for Ordering Activities Applicable to All Special Item Numbers*, paragraph 6. *Delivery Schedule.*

5. INTEROPERABILITY

When an Ordering Activity requires interoperability, this requirement shall be included as part of the initial requirement. Interfaces may be identified as interoperable on the basis of participation in a sponsored program acceptable to the Ordering Activity. Any such access or interoperability with teleports/gateways and provisioning of enterprise service access will be defined in the individual requirement.

6. ORDER

a. Agencies may use written orders, EDI orders, blanket purchase agreements, individual purchase orders, or task orders for ordering electronic services under this contract. Blanket Purchase Agreements shall not extend beyond the end of the contract period; all electronic 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.

7. PERFORMANCE OF ELECTRONIC SERVICES

The Contractor shall provide electronic services on the date agreed to by the Contractor and the ordering activity.

8. RESPONSIBILITIES OF THE CONTRACTOR

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character.

9. RIGHTS IN DATA

The Contractor shall comply FAR 52.227-14 RIGHTS IN DATA – GENERAL and with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character.

10. ACCEPTANCE TESTING

If requested by the ordering activity the Contractor shall provide acceptance test plans and procedures for ordering activity approval. The Contractor shall perform acceptance testing of the systems for ordering activity approval in accordance with the approved test procedures.

11. WARRANTY

The Contractor shall provide a warranty covering each Contractor-provided electronic commerce service. The minimum duration of the warranty shall be the duration of the manufacturer's commercial warranty for the item listed below:

BIDS and DecisionPoint Warranty:

ManTech WARRANTS that the BIDS and DecisionPoint applications and service provided by its AcqCenter Division shall conform to applicable specifications as detailed in the attached BIDS and DecisionPoint General Descriptions and shall remain free from defects for the duration of the service period agreement. ManTech warrants that the BIDS and DecisionPoint application designs will not contain any computer viruses, worms, trap doors, time bombs, undocumented passwords, disabling code, Trojan horses, or similar malicious mechanism or device. However, ManTech does not warrant data entered, attached, or otherwise provided by clients or other third parties for inclusion in the BIDS or DecisionPoint system.

ManTech's obligation under this Warranty shall be limited to repair at the Headquarters (ManTech 14280 Park Meadow Drive, Suite 400, Chantilly, VA 20151, Phone (703) 674-2861), or at its option, replacement of defective product. In no event shall ManTech be responsible for incidental or consequential damages whatsoever (including without limitation, special, or indirect damages for personal injury, loss of business profits, compromise of protected information, business interruption, loss of business information, or any other pecuniary loss) to system hardware configuration, or data contained thereon. ManTech shall make good faith efforts, where applicable, to inform customers of potential incidental or consequential damages that could occur by use of BIDS or DecisionPoint, if said potential damages are reasonably foreseeable by ManTech prior to installation and use of the software. This Warranty shall not apply to Products that have been damaged through negligence, accident, any misuse to include software code tampering, or acts or nature such as floods, fires, earthquakes, lightning strikes, etc.

ManTech's liability, whether in contract or in tort, arising out of warranties or representations, instructions or defects from any cause, shall be limited exclusively to application replacement and service restoration to include data archival restoration to the extent practicable under the aforementioned conditions. ManTech requires notification of system interruption within seven calendar days of discovery of the interruption to establish a claim under this warranty. To obtain warranty service for BIDS application service, you must first call the AcqCenter.com help desk at (703) 674-2973 or for DecisionPoint application service you must first call (703) 674-9108. The telephone representative will provide further information, including scheduling of service at Warrantees facility if appropriate. During the period of this limited Warranty, ManTech will provide Technical Support at no additional charge to you. Technical Support is limited to application support installed by ManTech. Technical Support may be obtained by calling the BIDS Technical Help Desk, Monday Friday, 8 a.m. to 6 p.m. E.S.T., at (703) 674-2973 or DecisionPoint Technical Help Desk, Monday through Friday, 8 a.m. to 6 p.m. E.S.T at (703) 674-2861.

The above Warranty applies to services and applications provided by ManTech. ManTech may, at the warrantee's request, provide hardware, software, firmware or other information technology from Original Equipment Manufacturers or other third parties. Equipment and services provided, but not manufactured by ManTech, are warranted and will be repaired to the extent of and according to the current terms and conditions of the respective manufacturers. In no event shall ManTech be liable for consequential, incidental, special, indirect or punitive damages or attorney fees or court costs, in relation to any failure of the hardware, software, firmware or information technology provided by ManTech to perform as specified in this warranty. Monetary damages relating to this warranty, whether arising in contract or in tort, or otherwise, shall be limited to the contract price for the specific hardware, software, firmware or information technology subject to a warranty claim.

The warranty shall commence upon the later of the following:

a. Activation of the user's service
b. Installation/delivery of the equipment

The Contractor, by repair or replacement of the defective item, shall complete all warranty services within five working days of notification of the defect. Warranty service shall be deemed complete when the user has possession of the repaired or replaced item. If the Contractor renders warranty service by replacement, the user shall return the defective item(s) to the Contractor as soon as possible but not later than ten (10) working days after notification.

12. MANAGEMENT AND OPERATIONS PRICING

The Contractor shall provide management and operations pricing on a uniform basis. All management and operations requirements for which pricing elements are not specified shall be provided as part of the basic service.

13. MONTHLY REPORTS

In accordance with commercial practices, the Contractor may furnish the ordering activity/user with a monthly summary ordering activity report.

Terms and Conditions Applicable to Cloud-Related IT Professional Services (Special Item Number 518210C)

NOTE: ****Labor categories under Special Item Number 54151S "Information Technology Professional Services may remain under SIN 54151S, unless they are specific to the Cloud Computing Products and IT Professional Services 518210C. Labor specific to Cloud Computing should be positioned by Contractors under SIN 518210C in order for Contractors to have the opportunity to bid on requests for quotes that are generated exclusively under the Cloud SIN. Offerors may offer Cloud IT Professional Services exclusively; it is not a requirement to also offer Cloud Services (i.e Iaas).

1. SCOPE OF 518210C CLOUD RELATED IT PROFESSIONAL SERVICES

a) The labor categories, prices, terms and conditions stated under Special Item Numbers 518210C Cloud Services and Related IT Professional Services apply exclusively to this SIN within the scope of this Information Technology Schedule. It is anticipated that the relevant IT Professional Services for this SIN (518210C) are related to the following: assessing cloud solutions, preparing for cloud solutions, refactoring legacy solutions for cloud migration, migrating legacy or other systems to cloud solutions, DevOps, developing new cloud based applications and providing management/governance for cloud solutions. Contractors may propose other types of relevant professional services as long as they are specifically designed to work within and/or support the types of cloud product services described in SIN 518210C.

b) Cloud Related IT Professional Services provided under this SIN shall comply with all certifications and industry standards as applicable pertaining to the type of services as specified by ordering agency.

c) The Contractor shall provide Cloud Related IT Professional Services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

2. ORDER

a) Agencies may use written orders, Electronic Data Interchange (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 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.

3. PERFORMANCE OF SERVICES

a) The Contractor shall commence performance of Cloud Related IT Professional Services on the date agreed to by the Contractor and the ordering activity.

b) The Contractor agrees to render Cloud Related IT Professional Services 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. Cloud Related IT Professional Services shall be completed in a good and workmanlike manner.

d) Any Contractor travel required in the performance of Cloud Related IT Professional 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. All travel will be agreed upon with the client prior to the Contractor's travel.

4. INSPECTION OF SERVICES

Inspection of services is in accordance with 552.212-4 CONTRACT TERMS AND CONDITIONS–COMMERCIAL ITEMS (JAN 2017) (DEVIATION – FEB 2007) (DEVIATION - FEB 2018) for Firm-Fixed Price orders; or GSAR 552.212-4 CONTRACT TERMS AND CONDITIONS-COMMERCIAL ITEMS (JAN 2017) (DEVIATION - FEB 2018) (ALTERNATE I - JAN 2017) (DEVIATION - FEB 2007) for Time-and-Materials and Labor-Hour Contracts orders placed under this contract.

5. 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 (MAY 2014) Rights in Data – General, may apply.

The Contractor shall comply with contract clause (52.204-21) to the Federal Acquisition Regulation (FAR) for the basic safeguarding of contractor information systems that process, store, or transmit Federal data received by the contract in performance of the contract. This includes contract documents and all information generated in the performance of the contract.

6. RESPONSIBILITIES OF THE ORDERING ACTIVITY

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

7. INDEPENDENT CONTRACTOR

All Cloud Computing 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.

8. 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.

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.

9. INVOICES

The Contractor, upon completion of the work ordered, shall submit invoices for Cloud Computing 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 IT professional services performed during the preceding month.

10. PAYMENTS

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. Payments shall be made in accordance with:

For orders that are NOT time-and-materials/labor hours (fixed price applicable).

- GSAR 552.212-4 CONTRACT TERMS AND CONDITIONS–COMMERCIAL ITEMS (JAN 2017) (DEVIATION – FEB 2007) (DEVIATION - FEB 2018) For orders that are time-and-materials/labor hours.
- GSAR 552.212-4 CONTRACT TERMS AND CONDITIONS-COMMERCIAL ITEMS (JAN 2017) (DEVIATION - FEB 2018) (ALTERNATE I - JAN 2017) (DEVIATION - FEB 2007)
- FAR 52.216-31 (Feb 2007) Time-and Materials/Labor-Hour Proposal Requirements—Commercial Item Acquisition. As prescribed in 16.601(f)(3), insert the following provision:

  (1) The Government contemplates award of a Time-and-Materials or Labor-Hour type of contract resulting from this solicitation.

  (2) 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

  i The offeror;

  ii Subcontractors; and/or

  iii Divisions, subsidiaries, or affiliates of the offeror under a common control.

11. RESUMES

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

12. 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.

13. DESCRIPTION OF CLOUD COMPUTING LABOR HOURS AND PRICING

The labor category descriptions start on page 41 and the approved GSA rates are on page 218.

Terms and Conditions Applicable to Health Information Technology (IT) Services (Special Item Number 54151HEAL)

1. SCOPE

a. The labor categories, prices, terms and conditions stated under Special Item Number 54151HEAL Health Information Technology Services apply exclusively to Health IT Services within the scope of this Information Technology Schedule.
b. This SIN is limited to Health IT Services only. Software and hardware products are out of scope. Hardware and software can be acquired through different Special Item Numbers on the MAS (e.g. 511210, 511210, 33411).
c. This SIN provides ordering activities with access to Health IT services.
d. Health IT Services provided under this SIN shall comply with all Healthcare certifications and industry standards as applicable at the task order level.
e. 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. ORDER

a. Agencies may use written orders, Electronic Data Interchange (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.

3. PERFORMANCE OF SERVICES

a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity. All Contracts will be fully funded.
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 Health 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. All travel will be agreed upon with the client prior to the Contractor's travel.

4. INSPECTION OF SERVICES

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

5. RESPONSIBILITIES OF THE CONTRACTOR

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

6. RESPONSIBILITIES OF THE ORDERING ACTIVITY

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

7. INDEPENDENT CONTRACTOR

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

8. 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.

9. INVOICES

The Contractor, upon completion of the work ordered, shall submit invoices for Health 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.

10. RESUMES

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

11. INCIDENTAL SUPPORT COSTS

Incidental support costs are not considered part of 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.

12. 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.

13. DESCRIPTION OF HEALTH IT SERVICES AND PRICING

The labor category descriptions start on page 176 and the approved GSA rates are on page 238.

BAA Information Delivery System (BIDS) Product Description and Pricing

Many R&D organizations use information gathering tools such as OTAs, BAAs, RFIs, SBIRs, sought sources, white papers, etc. to collect and evaluate information in regards to their mission. The process has traditionally been paper intensive and plagued with information dissemination and collection problems….until now.

BIDS is a web accessible, secure, fully automated and paperless knowledge management application that not only streamlines the dissemination and proposal gathering process but allows for real time on-line evaluations while reducing the demand on personnel resources and maintaining the highest levels of information security. ***BIDS*** is easily tailored to the "client's process" to ensure process consistency.

BIDS allows our clients to:

- Post, gather and evaluate responses to OTAs, BAAs, RFIs
- Secure evaluation of submissions
- Integrate group evaluations for decision making

By using the ***BIDS*** application, leaders can efficiently and effectively manage the process without leaving the office. Web accessibility not only provides a secure link to the information for the vendors and users but allows Management to quickly assess, control and obtain status reports, in real time. All from a single, secure, browser-based console that moves when- and where-needed, leaves no footprint on the client's IT structure and removes the need for expensive IT and networking support.

BIDS database set-up and user training for max of 25 users	**Firm Fixed Price**
Includes: Requirements gathering with client Routine tailoring (nomenclature changes, client logo, text configuration, etc.) Creation of client portal for access Database validation with client One day on-site training	$16,583.00

BIDS Product License	**Firm Fixed Price**
Includes: BIDS Software License Tier 1 Help Desk Support BIDS Application Guide and Quick Sheets	$5,743.00
BIDS Hosting	**Firm Fixed Price**
Includes: Hosting site at Secure facility and/or Secure Third-Party Cloud provider Network testing, validation and configuration Hosting Help Desk Support	$569.00

DecisionPoint General Description

DecisionPoint is an automated source selection evaluation software application. Its primary purpose is to assist proposal evaluators, participating in competitive source selections, in reviewing and recording their comments and rationale on the quality of offeror proposals. DecisionPoint is provided to users as either an Internet-based web application service, or as an Intranet-based software application running on a customer-supplied IT network.

Using DecisionPoint, government contracting officers and source selection managers can grant evaluators secure, online access to offeror proposals and other relevant source selection documentation, thereby eliminating the need for hardcopy information. Evaluators review offerors proposals, then enter their comments and evaluations into the DecisionPoint database. Evaluator comments are written against the criteria and standards specified in the government s RFP and/or Source Selection Plan. Types of comments include strengths, weaknesses, risks, scores/ratings and information exchanges. As these evaluator comments are entered, contracting officers and source selection managers can review the evaluators work in real-time from any connected system in order to maintain effective/efficient control of the evaluation process.

Once evaluations are complete for an individual offeror, DecisionPoint consolidates each comment into a Consensus Evaluation Report, which evaluation teams review and discuss to arrive at a group consensus evaluation. This process is repeated for each offeror until all offerors have been evaluated.

The major features/benefits of DecisionPoint are:

Flexibility. The application s workflow and interface can be customized to fit individual clients unique source selection processes and terminology.

- **Online Reference Library**. Allows the client to have paperless storage and instant access to source selection documents such as the Request for Proposal (RFP), Source Selection Plan (SSP), Source Selection Evaluator's Guide (SSEG), and offeror proposals.
- **Process Adherence**. Enforces process adherence based on a client s source selection plan by guiding evaluators through the evaluation of each criteria established in the RFP. Standardized comment input templates help ensure evaluator consistency.
- **Promotes Paperless Streamlining Of Process**. Evaluators complete reviews of proposals and enter strengths, weaknesses, ratings, and other comments online.
- **Electronic Archiving**. Captures the results of your source selection in an electronic format that is easily referenced and archived after completion of the process.
- **Assists Consensus**. The application generates an easily editable draft Group Consensus Evaluation report.
- **Assists Geographically Dispersed Evaluation Teams**. Allows paperless, online proposal evaluation and communication (if the Internet configuration is used) so that evaluation team members do not have to be at the same geographic location in order to conduct the proposal evaluation process.
- **Management Tracking**. Management can access all evaluator and advisor comments at any time. Allows management to track evaluator progress throughout the entire evaluation process.
- **Secure**. Uses Web server technology, with 128-bit encryption and role-based authentication.

DecisionPoint Pricing

1. Public Internet Configuration License

- Secure access to DecisionPoint via the Internet from the customer s desktop
- Hosted on the ManTech Secure Server System in the Virginia IT Data Center
- Pricing based on not more than 25 evaluators/users for one source selection

DecisionPoint set-up* and user training $12,437.00 (SIN 54151)
Includes:

- One-day on-site user application training session for up to 25 users**
- Application set-up, configuration and routine customizations
- Network performance testing and validation

DecisionPoint license fees $1,851.00/month (SIN 54151ECOM)
Includes:

- 24 by 7 customer-access to the DecisionPoint Technical Help Desk
  - Direct telephone/email support during normal business hours (8:00 AM to 6:00 PM EST Monday Friday)
  - Pager notification during non-business hours and weekends
- DecisionPoint software upgrades at no extra cost
- ManTech DecisionPoint warranty

* Installation and registration of X.509 Certificates (PKI) is an additional $2,000 per source selection (THIS IS A NON-SCHEDULE ITEM).
** Travel expenses required for support outside the local Washington DC area are additional.

2. Private Intranet Access License/Leased Server or Customer Provided Server

- Secure access to DecisionPoint via client s private Intranet LAN
- Data stored on client-supplied server or server leased from ManTech (non-schedule item)
- Pricing based on not more than 25 evaluators/users for one source selection

DecisionPoint installation, set-up* and user training $14,114.00 (SIN 54151)

Includes:

- One-day on-site user application training session for up to 25 users**
- Application set-up, configuration and routine customizations
- Two-day on-site server installation and testing

DecisionPoint license fees $1,086.00/month (SIN 511210)
Includes:

- 24 by 7 customer-access to the DecisionPoint Technical Help Desk
  - Direct telephone/email support during normal business hours (8:00 AM to 6:00 PM EST Monday Friday)
  - Pager notification during non-business hours and weekends

- DecisionPoint software upgrades at no extra cost
- ManTech DecisionPoint warranty

* Installation and registration of X.509 Certificates (PKI) is an additional $2,000 per source selection (THIS IS A NON-SCHEDULE ITEM).
** Travel expenses required for support outside the local Washington DC area are additional.
Note: Intranet configurations require a Microsoft SQL Server license and SQL Server Client Access licenses for each user.

Minimum customer-supplied desktop hardware requirements:
Processor Speed: 400 MHz
Available Memory: 256 MB
Operating System: Windows NT 4.0, 2000 or XP
Web Browser: Microsoft Internet Explorer v5.5 or later
Office Suite: Microsoft Office 97 or later (Office 2003 preferred)
PDF Viewer: Adobe Acrobat Reader v4.0 of later

Minimum customer-supplied server hardware requirements for Intranet configuration:
Processor Speed: 850 MHz Pentium III or better
Available Memory: 512 MB, 1 GB recommended
Free Hard Disk Space: 1 GB (does not include space for offeror proposals)

Routine DecisionPoint customizations included in set-up fee for all configurations:

Ratings, Intensities, and Definitions - The DecisionPoint application is adapted to reflect the customer's unique scoring methodology, intensity factors, and the associated definitions as stated in the RFP. For example, customers may use color, numeric, or adjectival rating scales.

Evaluator Workflow - The application workflow may be altered (i.e. moving to Offerors by group or by individual).

Renaming Forms/Fields/Other - Semantic changes to application text. For example, "Information Request" can be changed to "Discussion Item" or "Rating" can be changed to "Score".

Form Validation - Any mandatory fields may be enabled or disabled with the exception of "Criteria" which is always required. Customers may choose which fields are mandatory to force the Evaluators to complete these fields prior to saving a comment.

Labor Category Descriptions applicable to SIN 518210C

Labor Category	Description
Cloud Solutions Architect	**Summary Duties and Responsibilities:** • Serves in a variety of technical roles throughout the development lifecycle or operational support with specialty in the area of developing and maintaining the enterprise architecture, ensuring the EA model is kept current. • Serves as technical lead for large-scale migrations to AWS, Azure or GCP cloud platforms. • Work with technical team to implement microservices, containers and container orchestration using tools such as Docker, Kubernetes, OpenShift • Work with technical team to provide guidance on implementing Continuous Integration and Continuous Deployment pipelines on Amazon Web Services (AWS) Azure and Google Cloud Platform (GCP) • Work with technical team to provide guidance on implementing infrastructure automation using tools such as CloudFormation, Ansible, Chef, Puppet, ARM Templates, Terraform • Work with technical team to implement cloud security scanning and monitoring tools • Assists with IT strategic planning • Provides high-level architectural expertise to managers and technical staff • Develops architectural products and deliverables for the enterprise and operational business lines • Develops strategy of system and the design infrastructure necessary to support that strategy • Advises on selection of technological purchases with regard to processing, data storage, data access, and applications development. Sets standards for the client/server relational database structure for the organization (SQL, Oracle, Sybase, etc.) • Advises on feasibility of potential future projects to management **Minimum Qualifications:** • Demonstrated Experience as technical lead of large-scale migrations to AWS, Azure or GCP cloud platforms. • Demonstrated experience with Agile, Continuous Development, Continuous Delivery and Continuous deployment tools, Automated Testing Tools, and DevSecOps. • Demonstrated experience with implementing microservices, containers and container orchestration. • In-depth knowledge of Government/business operations • Experienced in various computing technologies • Thorough understanding of technology to influence technical thought leadership

Labor Category	Description
	• Excellent communications skills • Experience with EA tools and techniques **Education/Certification Requirement:** • BA/BS degree; minimum of 10 years' experience **Required:** One of the following certifications: • AWS Certified Solutions Architect – Associate or Professional • AZ-300/301: Microsoft Certified: Azure Solutions Architect Expert • Google – Professional Cloud Architect
Cloud Subject Matter Expert	**Summary Duties and Responsibilities:** • Serves as an expert in specific disciplines to provide technical expertise as needed. Analyzes program and operational data to assist in strategic and tactical decisions. Can be called upon to assist with the development of complex products or deliverables requiring specialized expert knowledge • Provides in-depth technical and/or management knowledge and analysis of specialized IT subject areas including systems and software, hardware, protocols, processes, networks—voice, video, and data—applications, security, testing, and customer support • Duties may include, but are not limited to: high-level functional systems analysis, design, integration, documentation, and implementation • Advises on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation • Participates as needed in all phases of the systems lifecycle, with emphasis on one or more of the following activities: planning, analysis, design, development, testing, integration, support, and documentation, as well as quality control and risk management • Provides technical guidance for large-scale migrations to AWS, Azure or GCP cloud platforms. • Provides technical guidance on implementing microservices, containers and container orchestration using tools such as Docker, Kubernetes, OpenShift • Provides technical guidance on implementing Continuous Integration and Continuous Deployment pipelines on Amazon Web Services (AWS) Azure and Google Cloud Platform (GCP) • Provides technical guidance on implementing infrastructure automation using tools such as CloudFormation, Ansible, Chef, Puppet, ARM Templates, Terraform • Provides technical guidance on implementing cloud security scanning and monitoring tools

Labor Category	Description

	Minimum Qualifications and Skills
	• Significant experience in related functional and technical areas such as web development and support, cloud management and operation, systems architecture, networking, data analytics, content management, collaboration, program and project management, or risk management
	• Demonstrated Experience as technical lead of large-scale migrations to AWS, Azure or GCP cloud platforms.
	• Demonstrated experience with Agile, Continuous Development, Continuous Delivery and Continuous deployment tools, Automated Testing Tools, and DevSecOps.
	• Demonstrated experience with implementing microservices, containers and container orchestration.
	Education/Other Requirements:
	BA/BS degree and a minimum of 15 years' experience with 12 years' cloud experience, or Master's degree and 10 years' cloud experience
	• **Required:** One of the following certifications:
	  • AWS Certified Solutions Architect – Associate or Professional
	  • AZ-300/301: Microsoft Certified: Azure Solutions Architect Expert
	  • Google – Professional Cloud Architect

Cloud Business Analyst, Senior	**Summary Duties and Responsibilities:** • Work with Cloud Architects and rest of Cloud team to define and design an appropriate cloud strategy and solution. • Help in cloud native app assessments, doing discovery and provide business perspective of cloud native feasibility. • Engage in Qualitative discovery of workloads/apps and client's business context, objectives, and drivers and help identify key micro-services needed • Work with client and technical teams to perform cloud readiness, security, DevOps maturity assessments. • Work involves collecting, defining or assessing and tracking requirements, technical, engineering, design, architectural, maintenance, financial, performance, or other tasking related to information technology projects • Analyzes data including operating and performance data, industry data, and project and program data • Generates reports • Develops recommendations and plans • Work may also include systems design, development, administration, operation and maintenance; quality assurance of work products for correctness, and adherence to the design concept and user requirements; configuration management

Labor Category	Description
	planning and implementation for data, documentation, hardware, software, security, and network systems • Keeps current on leading and innovative technologies • Facilitates meetings • Serves as lead or supervisor of a small team and mentors others • Provides technical direction **Minimum Qualifications and Skills:** • Have working understanding and knowledge of cloud (IaaS, PaaS, SaaS); experience in defining, designing and implementing cloud solutions preferred • Able to perform high-level IT technical services and management tasks in a range of areas, with specialized expertise in multiple arenas, including, but not limited to: systems design, development, administration, operation and maintenance; quality assurance of work products for correctness, adherence to the design concept and user requirements; configuration management planning and implementation for data, documentation, hardware, software, security, and network systems • Excellent analytical and communications skills • Ability to supervise a small team and provide technical direction • Ability to work with minimal management **Education/Other Requirements:** BA/BS degree; minimum of 5 years' experience **Required:** One of the following certifications: • AWS Certified Cloud Practitioner • AZ-900: Microsoft Certified: Azure Fundamentals • Google – Associate Cloud Engineer
Cloud Business Analyst, Staff	**Summary Duties and Responsibilities:** • Work with Cloud Architects and rest of Cloud team to define and design an appropriate cloud strategy and solution. • Help in cloud native app assessments, doing discovery and provide business perspective of cloud native feasibility. • Engage in Qualitative discovery of workloads/apps and client's business context, objectives, and drivers and help identify key micro-services needed • Work with client and technical teams to perform cloud readiness, security, DevOps maturity assessments. • Work involves defining or assessing requirements, technical, engineering, design, architectural, maintenance, financial, performance, or other tasking related to information technology projects • Collects and defines requirements • Tracks requirements • Analyzes data including operating and performance data, industry data, and project and program data

Labor Category	Description
	• Generates reports • Develops recommendations and plans • Work may also include systems design, development, administration, operation and maintenance; quality assurance of work products for correctness, adherence to the design concept and user requirements; configuration management planning and implementation for data, documentation, hardware, software, security, and network systems • Facilitates meetings **Minimum Qualifications and Skills:** • Have working understanding and knowledge of cloud (IaaS, PaaS, SaaS); experience in defining, designing and implementing cloud solutions preferred • Able to perform mid-level IT technical services management tasks in a range of areas, with specialized expertise in at least one area, including, but not limited to: systems design, development, administration, operation and maintenance; quality assurance of work products for correctness, adherence to the design concept and user requirements; configuration management planning and implementation for data, documentation, hardware, software, security, and network systems • Excellent analytical and communications skills **Education/Other Requirements:** BA/BS degree; minimum of 2 years' experience. **Required:** One of the following certifications: • AWS Certified Cloud Practitioner • AZ-900: Microsoft Certified: Azure Fundamentals Google – Associate Cloud Engineer
Cloud Business Analyst, Associate	**Summary Duties and Responsibilities:** • Work with Cloud Architects and rest of Cloud team to define and design an appropriate cloud strategy and solution. • Help in cloud native app assessments, doing discovery and provide business perspective of cloud native feasibility. • Engage in Qualitative discovery of workloads/apps and client's business context, objectives, and drivers and help identify key micro-services needed • Work with client and technical teams to perform cloud readiness, security, DevOps maturity assessments. • Work involves defining or assessing requirements, technical, engineering, design, architectural, maintenance, financial, performance or other tasking related to information technology projects • Collects and defines requirements • Tracks requirements

Labor Category	Description
	• Analyzes data including operating and performance data, industry data, and project and program data • Generates reports • Develops recommendations and plans • Work may also include systems design, development, administration, operation and maintenance; quality assurance of work products for correctness, adherence to the design concept and user requirements; configuration management planning and implementation for data, documentation, hardware, software, security, and network systems • Facilitates meetings **Minimum Qualifications and Skills:** • Have working understanding and knowledge of cloud (IaaS, PaaS, SaaS); experience in defining, designing and implementing cloud solutions preferred • Able to perform entry-level IT technical services and management tasks in a range of areas, which may include, but are not limited to: systems design, development, administration, operation and maintenance; quality assurance of work products for correctness, adherence to the design concept and user requirements; configuration management planning and implementation for data, documentation, hardware, software, security, and network systems • Excellent analytical and communications skills **Education/Other Requirements:** BA/BS degree **Required:** One of the following certifications: • AWS Certified Cloud Practitioner • AZ-900: Microsoft Certified: Azure Fundamentals • Google – Associate Cloud Engineer
Cloud DevOps Engineer, Senior	**Summary Duties and Responsibilities:** • Responsible for implementing Continuous Integration and Continuous Deployment pipelines on Amazon Web Services (AWS) Azure and Google Cloud Platform (GCP) • Implement infrastructure automation using tools such as CloudFormation, Ansible, Chef, Puppet, ARM Templates, Terraform • Implement build and test automation using industry build and test tools and frameworks • Implement containers and container orchestration using tools such as Docker, Kubernetes, OpenShift • Implement cloud security scanning and monitoring tools • Responsible for designing, developing, and implementing IT solutions • Leads the requirements analysis, conceptual design, and staged implementation of systems

Labor Category	Description
	• Provides technical leadership and direction • Approves design documentation • Leads integration efforts of a system • Generates system-level documents • Designs and implements disaster recovery plans • Conducts high availability assessments • Leads the development of system operational procedures documents • Generates customer design review materials and presents at customer design reviews • Keeps current on leading and innovative technologies **Minimum Qualifications and Skills:** • Experience developing Continuous Integration and Continuous Deployment pipelines on Amazon Web Services (AWS) Azure and Google Cloud Platform (GCP) • Experience with infrastructure automation tools e.g. CloudFormation, Ansible, Chef, Puppet, ARM Templates, Terraform • Experience with automated build and test tools and frameworks • Experience with container technology (e.g. Docker) development and deployment and container orchestration (e.g. Kubernetes, OpenShift) • Knowledge of cloud security scanning and monitoring tools • Able to provide lifecycle systems support services, from developing requirements to designing, implementing, testing, and maintaining IT systems, which may include hardware, systems and application software, databases, network components, and related security considerations • Has significant specialized expertise in one or more types of systems or application areas • Interfaces with senior technical and management personnel and directs other engineers and technicians, as required • Ability to work with minimal management **Education/Other Requirements:** BA/BS degree; minimum of 7 years' experience with 5 years' cloud experience **Required:** One of the following certifications: • AWS DevOps Engineer -Professional • AWS Certified Solutions Architect – Associate • AZ-400: Microsoft Certified: DevOps Engineer Expert Google – Professional Cloud DevOps Engineer
Cloud DevOps Engineer, Staff	**Summary Duties and Responsibilities:** • Responsible for implementing Continuous Integration and Continuous Deployment pipelines on Amazon Web Services (AWS) Azure and Google Cloud Platform (GCP)

Labor Category	Description
	• Implement infrastructure automation using tools such as CloudFormation, Ansible, Chef, Puppet, ARM Templates, Terraform • Implement build and test automation using industry build and test tools and frameworks • Implement containers and container orchestration using tools such as Docker, Kubernetes, OpenShift • Implement cloud security scanning and monitoring tools • Responsible for designing, developing, and implementing IT solutions • Performs requirements analysis, conceptual design, and staged implementation of systems • Provides technical leadership • Approves design documentation • Leads integration efforts of a system • Generates system-level documents • Designs and implements disaster recovery plans • Conducts high availability assessments • Leads the development of system operational procedures documents • Generates customer design review materials and presents at customer design reviews **Minimum Qualifications and Skills:** • Experience developing Continuous Integration and Continuous Deployment pipelines on Amazon Web Services (AWS) Azure and Google Cloud Platform (GCP) • Experience with infrastructure automation tools e.g. CloudFormation, Ansible, Chef, Puppet, ARM Templates, Terraform • Experience with automated build and test tools and frameworks • Experience with container technology (e.g. Docker) development and deployment and container orchestration (e.g. Kubernetes, OpenShift) • Knowledge of cloud security scanning and monitoring tools • Able to provide lifecycle systems support services, from developing requirements to designing, implementing, testing, and maintaining IT systems, which may include hardware, systems and application software, databases, network components, and related security considerations • Has some specialized expertise in one or more types of systems or application areas • Interfaces with mid-level technical and management personnel, and directs other junior engineers and technicians, as required **Education/Other Requirements:** BA/BS degree; minimum of 2 years' experience\

Labor Category	Description
	Required: One of the following certifications: • AWS Solutions Architect – Associate • AWS DevOps Engineer -Professional • AZ-400: Microsoft Certified: DevOps Engineer Expert • Google – Professional Cloud DevOps Engineer
Cloud DevOps Engineer, Associate	**Summary Duties and Responsibilities:** • Responsible for implementing Continuous Integration and Continuous Deployment pipelines on Amazon Web Services (AWS) Azure and Google Cloud Platform (GCP) • Implement infrastructure automation using tools such as CloudFormation, Ansible, Chef, Puppet, ARM Templates, Terraform • Implement build and test automation using industry build and test tools and frameworks • Implement containers and container orchestration using tools such as Docker, Kubernetes, OpenShift • Implement cloud security scanning and monitoring tools • Responsible for designing, developing, and implementing IT solutions • Performs requirements analysis, conceptual design, and staged implementation of systems • Provides technical leadership • Approves design documentation • Leads integration efforts of a system • Generates system-level documents • Designs and implements disaster recovery plans • Conducts high availability assessments • Leads the development of system operational procedures documents • Generates customer design review materials and presents at customer design reviews **Minimum Qualifications and Skills:** • Experience developing Continuous Integration and Continuous Deployment pipelines on Amazon Web Services (AWS) Azure and Google Cloud Platform (GCP) • Experience with infrastructure automation tools e.g. CloudFormation, Ansible, Chef, Puppet, ARM Templates, Terraform • Experience with automated build and test tools and frameworks • Experience with container technology (e.g. Docker) development and deployment and container orchestration (e.g. Kubernetes, OpenShift) • Knowledge of cloud security scanning and monitoring tools

Labor Category	Description
	• Able to provide lifecycle systems support services, from developing requirements to designing, implementing, testing, and maintaining IT systems, which may include hardware, systems and application software, databases, network components, and related security considerations • Has some specialized expertise in one or more types of systems or application areas • Interfaces with mid-level technical and management personnel, and directs other junior engineers and technicians, as required **Education/Other Requirements:** BA/BS degree; minimum 1-3 years' experience **Required:** One of the following certifications: • AWS Certified Cloud Practitioner • AZ-900: Microsoft Certified: Azure Fundamentals Google – Associate Cloud Engineer
Cloud Application Developer, Senior	Versatile IT professional with the ability to serve in a variety of technical roles throughout the development lifecycle or operational support. **Summary Duties and Responsibilities:** • Refactor legacy code and/or applications in a cloud native environment • Develop RESTful APIs, serverless functions and associated libraries / classes and data sources • Develop code with multiple technology stacks such as Angular/Node.js/Python/Java /Spring Boot • Develop microservices and setup containers using tools such as Docker • Implement build tools such as Maven, Ant; Source control Git; Unit testing frameworks like Junit and Continuous Integration servers like Jenkins. • Integrating Open Source technologies and tools as needed. • Provides expert-level direction • Plans, architects, and implements the design, development, procurement, installation, and/or support for complex, enterprise-level IT, network, security, and communications systems • Directs analysis of situations that require in-depth evaluation of various technical factors • Able to independently perform task-level management, and provides work leadership and training to lower level engineers • Mentors others • Keeps current on leading and innovative technologies **Minimum Qualifications and Skills:** • Experience refactoring legacy code and/or applications in a cloud native environment

Labor Category	Description
	• Experience developing RESTful APIs, serverless functions and associated libraries / classes and data sources • Experience developing with multiple technology stacks such as Angular/Node.js/Python/Java /Spring Boot • Experience developing microservices and using containers such as Docker • Demonstrated experience with build tools such as Maven, Ant; Source control Git; Unit testing frameworks like Junit and Continuous Integration servers like Jenkins. • Experience integrating Open Source technologies • Has expert knowledge of multiple IT areas including, but not limited to: LAN/WAN, voice communications, computing platforms, systems security, quality assurance, and applications including enterprise architecture, programming languages and tools, and databases • Ability to work with minimal management • Experience providing technical leadership to other technical staff **Education/Other Requirements:** BA/BS degree; minimum of 7 years' experience with 5 years' cloud experience Must have cloud developer associate certification from AWS, Azure, or GCP **Required:** One of the following certifications: • AWS Developer – Associate • AWS Certified Solutions Architect – Associate • AZ-204: Microsoft Certified: Azure Developer Associate Google – Professional Cloud Developer
Cloud Application Developer, Staff	**Summary Duties and Responsibilities:** • Refactor legacy code and/or applications in a cloud native environment • Develop RESTful APIs, serverless functions and associated libraries / classes and data sources • Develop code with multiple technology stacks such as Angular/Node.js/Python/Java /Spring Boot • Develop microservices and setup containers using tools such as Docker • Implement build tools such as Maven, Ant; Source control Git; Unit testing frameworks like Junit and Continuous Integration servers like Jenkins. • Integrating Open Source technologies and tools as needed. • Versatile IT professional with the ability to serve in a variety of technical roles throughout the development lifecycle or operational support • Provides senior-level direction

Labor Category	Description
	• Implements the design, development, procurement, installation, and/or support of IT, network, security, and communications systems • Works on problems where analysis of the situations requires the evaluation of various technical factors • Provides work leadership and training to junior staff **Minimum Qualifications and Skills:** • Experience refactoring legacy code and/or applications in a cloud native environment • Experience developing RESTful APIs, serverless functions and associated libraries / classes and data sources • Experience developing with multiple technology stacks such as Angular/Node.js/Python/Java /Spring Boot • Experience developing microservices and using containers such as Docker • Demonstrated experience with build tools such as Maven, Ant; Source control Git; Unit testing frameworks like Junit and Continuous Integration servers like Jenkins. • Experience integrating Open Source technologies • Has in-depth knowledge of at least one IT area, including, but not limited to: LAN/WAN, voice communications, computing platforms, systems security, quality assurance, and applications including enterprise architecture, programming languages and tools, and databases **Education/Other Requirements:** BA/BS degree; minimum of 2 years' experience **Required:** One of the following certifications: • AWS Developer – Associate • AWS Certified Solutions Architect – Associate • AZ-204: Microsoft Certified: Azure Developer Associate • Google – Professional Cloud Developer
Cloud Application Developer, Associate	**Summary Duties and Responsibilities:** • Refactor legacy code and/or applications in a cloud native environment • Develop RESTful APIs, serverless functions and associated libraries / classes and data sources • Develop code with multiple technology stacks such as Angular/Node.js/Python/Java /Spring Boot • Develop microservices and setup containers using tools such as Docker • Implement build tools such as Maven, Ant; Source control Git; Unit testing frameworks like Junit and Continuous Integration servers like Jenkins. • Integrating Open Source technologies and tools as needed.

Labor Category	Description
	• Versatile IT professional with the ability to serve in a variety of technical roles throughout the development lifecycle or operational support • Supports the design, development, procurement, installation, and/or support of complex IT network, security, and communications systems • Assists on problems where analysis of the situations requires evaluation of various technical factors • May provide work leadership and training to junior staff **Minimum Qualifications and Skills:** • Experience refactoring legacy code and/or applications in a cloud native environment • Experience developing RESTful APIs, serverless functions and associated libraries / classes and data sources • Experience developing with multiple technology stacks such as Angular/Node.js/Python/Java /Spring Boot • Experience developing microservices and using containers such as Docker • Demonstrated experience with build tools such as Maven, Ant; Source control Git; Unit testing frameworks like Junit and Continuous Integration servers like Jenkins. • Experience integrating Open Source technologies • Has detailed skills and experience in at least one IT area, such as LAN/WAN, voice communications, computing platforms, systems security, quality assurance, and applications including enterprise architecture, programming languages and tools, and databases **Education/Other Requirements:** BA/BS degree; minimum 1-3 years' experience **Required:** One of the following certifications: • AWS Certified Cloud Practitioner • AZ-900: Microsoft Certified: Azure Fundamentals • Google – Associate Cloud Engineer
Cloud System Administrator, Senior	**Summary Duties and Responsibilities:** • Provision and maintain cloud computing resources for platforms such as AWS, Azure or GCP. • Installs, configures, and maintains operating systems. Analyzes and resolves problems associated with the operating systems' servers, hardware, applications, and software. Detects, diagnoses, and reports related problems • Possesses familiarity with varied concepts, standard best business practices, and procedures. Relies on experience and judgment to plan and accomplish goals • Performs a variety of tasks with limited guidance and supervision.

Labor Category	Description
	• Duties include, but are not limited to: defining requirements; providing task management, technical guidance, and direction; installing hardware and software upgrades; scheduling and performing hardware/software installations and upgrades, and maintaining them in accordance with established policies and procedures; performing system testing, operations, administration, and maintenance; identifying system performance risks/problems and developing and presenting solutions **Minimum Qualifications and Skills:** • Experience in administrating cloud platforms like AWS, Azure or Google Cloud • Experience installing, configuring, and maintaining operating systems • Ability to troubleshoot system issues • Knowledge of performing system monitoring in a cloud environment using native tools like AWS CloudWatch, Azure Monitor, Google StackDriver. **Education/Other Requirements:** BA/BS degree; minimum of 5 years' experience **Required:** One of the following certifications: • AWS SysOps Administrator – Associate • AWS Certified Solutions Architect – Associate • AZ 104: Microsoft Certified: Azure Administrator Associate • Google – Professional Collaboration Engineer
Cloud System Administrator, Staff	**Summary Duties and Responsibilities:** • Provision and maintain cloud computing resources for platforms such as AWS, Azure or GCP. • Installs, configures, and maintains operating systems. Analyzes and resolves problems associated with the operating systems' servers, hardware, applications, and software. Detects, diagnoses, and reports related problems • Possesses familiarity with varied concepts, standard best business practices, and procedures • Relies on experience and judgment to plan and accomplish goals • Performs a variety of tasks with limited guidance and supervision • Duties include, but are not limited to: defining requirements; providing task management, technical guidance, and direction; installing hardware and software upgrades; scheduling and performing hardware/software installations and upgrades, and maintaining them in accordance with established policies and procedures; performing system testing, operations, administration, and maintenance; identifying system

Labor Category	Description
	performance risks/problems and developing and presenting solutions **Minimum Qualifications and Skills:** • Experience in administrating cloud platforms like AWS, Azure or Google Cloud • Experience installing, configuring, and maintaining operating systems • Ability to troubleshoot system issues • Knowledge of performing system monitoring in a cloud environment using native tools like AWS CloudWatch, Azure Monitor, Google StackDriver. **Education/Other Requirements:** BA/BS degree; minimum of 2 years' experience **Required:** One of the following certifications: • AWS SysOps Administrator – Associate • AWS Certified Solutions Architect – Associate • AZ 104: Microsoft Certified: Azure Administrator Associate • Google – Professional Collaboration Engineer

Labor Category	Description
Cloud System Administrator, Associate	**Summary Duties and Responsibilities:** • Provision and maintain cloud computing resources for platforms such as AWS, Azure or GCP. • Installs, configures, and maintains operating systems. Analyzes and resolves problems associated with the operating systems' servers, hardware, applications, and software. Detects, diagnoses, and reports related problems • Possesses familiarity with varied concepts, standard best business practices, and procedures • Relies on experience and judgment to plan and accomplish goals • Performs a variety of tasks with limited guidance and supervision • Duties include, but are not limited to: defining requirements; providing task management, technical guidance, and direction; installing hardware and software upgrades; scheduling and performing hardware/software installations and upgrades, and maintaining them in accordance with established policies and procedures; performing system testing, operations, administration, and maintenance; identifying system performance risks/problems and developing and presenting solutions **Minimum Qualifications and Skills:** • Experience in administrating cloud platforms like AWS, Azure or Google Cloud Experience installing, configuring, and maintaining operating systems • Ability to troubleshoot system issues • Knowledge of performing system monitoring in a cloud environment using native tools like AWS CloudWatch, Azure Monitor, Google StackDriver. **Education/Other Requirements:** BA/BS degree **Required:** One of the following certifications: • AWS Certified Cloud Practitioner • AZ-900: Microsoft Certified: Azure Fundamentals • Google – Associate Cloud Engineer

Labor Category	Description
Cloud Quality Assurance Manager	**Summary Duties and Responsibilities:** • Provides hands-on quality oversight of the technical and functional activities of multiple subtasks for work performed in geographically dispersed locations. Develops, implements, monitors, and reports on the Quality Assurance Plan. Works to ensure the quality of service and performance, and service level requirements of the contract and the Quality Assurance Surveillance Plan, are met. Works with client and external counterparts with regard to quality audits and reviews • Collaborate with key teams including DevOps and DevSecOps to drive Continuous Integration, Continuous Delivery and Continuous Deployment. • Develop and identify tools that will improve and optimize the quality, develop test frameworks, develop testing infrastructure, lead and coach Quality team on building cloud testing strategies and improve test effectiveness. • Design and develop appropriate test automation framework, harnesses and code libraries to enable the team to both use and enhance them across successive projects **Minimum Qualifications:** • Quality assurance roles on technical services contracts for the Government • Management of a quality assurance program • Implemented standards, methods, and procedures for testing and evaluating products or services • Developed Quality Assurance and Control Plans • Familiar with quality standards and disciplines such as ISO 9001, ISO 20000, and Lean Six Sigma • Experience analyzing quality data • Experience conducting quality, process, performance, and compliance audits and reviews • Experience establishing processes and quality assurance activities to improve performance and customer satisfaction • Write concise business and technical correspondence • Strong interpersonal skills at all organizational levels • Quality assurance experience as applied to technical service contracts • Experience in customer interfacing meetings to collect IT requirements and present schedules at technical and construction meetings • General knowledge of IT standards and best practices in a service delivery environment • Experience with analyzing customer requirements and providing assistance with requirements documentation **Education/Certification Requirement:** Bachelor's degree; minimum of 7 years' experience in IT, 5 years

Labor Category	Description
	in quality control/quality assurance, and 3 years in QA management positions. **Preferred:** Management experience in technical Government contracts preferably on client site support services contracts. Quality certification desired such as Lean Six Sigma, Certified Quality Manager, etc. **Required:** One of the following certifications: • AWS Certified Cloud Practitioner • AZ-900: Microsoft Certified: Azure Fundamentals • Google – Associate Cloud Engineer

Labor Category	Description
Cloud Quality Assurance Engineer, Senior	**Summary Duties and Responsibilities:** • Collaborate with key teams including DevOps and DevSecOps to drive Continuous Integration, Continuous Delivery and Continuous Deployment. • Develop and identify tools that will improve and optimize the quality, develop test frameworks, develop testing infrastructure, lead and coach Quality team on building cloud testing strategies and improve test effectiveness. • Design and develop appropriate test automation framework, harnesses and code libraries to enable the team to both use and enhance them across successive projects • Responsible for developing and implementing quality methodologies to ensure compliance with contract, program, company, and regulatory standards, requirements, policies, and procedures • Ensures compliance with standards such as CMMI, ISO 9001, ISO 20000, ISO 27001, and others • Develops project Software Quality Assurance Plan and implements procedures that conform to contract requirements • Provides an independent assessment of how the project's software development process is being implemented relative to the defined process, and recommends methods to optimize the organization's process • May be responsible for all activities involving quality assurance and compliance with applicable regulatory requirements • Conducts audits and reviews/analyzes data and documentation • Develops and implements procedures and test plans for ensuring quality in a system development environment that supports large databases and applications **Minimum Qualifications:** • Experience planning, implementing, and testing QA activities • Experience developing quality plans • Experience conducting quality reviews and audits **Education/Certification Requirement:** BA/BS degree; minimum of 5 years' experience **Required:** One of the following certifications: • AWS Certified Cloud Practitioner • AZ-900: Microsoft Certified: Azure Fundamentals • Google – Associate Cloud Engineer
Cloud Quality Assurance Engineer, Staff	**Summary Duties and Responsibilities:** • Collaborate with key teams including DevOps and DevSecOps to drive Continuous Integration, Continuous Delivery and Continuous Deployment. • Develop and identify tools that will improve and optimize the quality, develop test frameworks, develop testing

Labor Category	Description
	infrastructure, lead and coach Quality team on building cloud testing strategies and improve test effectiveness. • Design and develop appropriate test automation framework, harnesses and code libraries to enable the team to both use and enhance them across successive projects • Responsible for developing and implementing quality methodologies to ensure compliance with contract, program, company, and regulatory standards, requirements, policies, and procedures • Ensures compliance with standards such as CMMI, ISO 9001, ISO 20000, ISO 27001, and others • Develops project Software Quality Assurance Plan and implements procedures that conform to contract requirements • Provides an independent assessment of how the project's software development process is being implemented relative to the defined process, and recommends methods to optimize the organization's process • May be responsible for all activities involving quality assurance and compliance with applicable regulatory requirements • Conducts audits and reviews/analyzes data and documentation • Develops and implements procedures and test plans for ensuring quality in a system development environment that supports large databases and applications **Minimum Qualifications:** • Experience planning, implementing, and testing QA activities • Experience developing quality plans • Experience conducting quality reviews and audits **Education/Certification Requirement:** BA/BS degree; minimum of 2 years' experience **Required:** One of the following certifications: • AWS Certified Cloud Practitioner • AZ-900: Microsoft Certified: Azure Fundamentals • Google – Associate Cloud Engineer
Cloud Data Engineer, Principal/ Cloud Data Architect	**Summary Duties and Responsibilities:** • Responsible for designing, developing, and implementing the data architecture of agile, scalable, and cost-efficient IT solutions on cloud data services. • Responsible for migrating traditional relational database systems to AWS, Azure and GCP relational databases. • Deploy, maintain and optimize RDBMS databases such as Oracle, Aurora, MariaDB, MySQL, PostgreSQL, Cloud SQL, Cloud Spanner. • Deploy, maintain and optimize NoSQL databases like DynamoDB, Cosmos DB, MongoDB, Firestore, Bigtable, Cassandra • Responsible for designing, developing, and implementing

Labor Category	Description
	• Designs and builds relational databases • Performs data access analysis design, and archive/recovery design and implementation • Develops strategies for data acquisitions, archive recovery, and implementation of a database • Works in a data warehouse environment, which includes data design, database architecture, and metadata repository creation • Translates business needs into long-term architecture solutions • Defines, designs, and builds dimensional databases • Develops data warehousing blueprints, evaluating hardware and software platforms, and integrating systems • Reviews and develops object and data models and the metadata repository to structure the data for better management and quicker access **Minimum Qualifications and Skills:** • Experience with data analysis, modeling, integration, and design • Ability to understand business needs and translate the logical design into the physical design • Ability to integrate data from unrelated data sources • Experience migrating traditional relational database systems to AWS, Azure and GCP relational databases. • Experience deploying, maintaining and optimizing RDBMS databases such as Oracle, Aurora, MariaDB, MySQL, PostgreSQL, Cloud SQL, Cloud Spanner. • Familiarity with NoSQL databases like DynamoDB, Cosmos DB, MongoDB, Firestore, Bigtable, Cassandra • Implementing analysis solutions on Hadoop-based platforms such as Amazon ElasticMapReduce, Cloudera Hadoop, or Hortonworks Data Platform preferred. **Education/Other Requirements:** BA/BS degree; minimum of 7 years' experience **Required:** One of the following certifications: • AWS Certified Database – Specialty • AWS Certified Data Analytics – Specialty • AWS Certified Solutions Architect – Associate • DP 200/201: Microsoft Certified: Azure Data Engineer Associate or DP 100: Microsoft Certified: Azure Data Scientist Associate • Google – Professional Data Engineer
Cloud Data Engineer, Senior	**Summary Duties and Responsibilities:** • Responsible for designing, developing, and implementing the data architecture of agile, scalable, and cost-efficient IT solutions on cloud data services. • Responsible for migrating traditional relational database systems to AWS, Azure and GCP relational databases.

Labor Category	Description
	• Deploy, maintain and optimize RDBMS databases such as Oracle, Aurora, MariaDB, MySQL, PostgreSQL, Cloud SQL, Cloud Spanner. • Deploy, maintain and optimize NoSQL databases like DynamoDB, Cosmos DB, MongoDB, Firestore, Bigtable, Cassandra • Responsible for designing, developing, and implementing • Responsible for designing, developing, and implementing IT solutions—provides database design and development support to the project team • Develops and maintains database development standards, enhancing application performance, and increasing web application security • Provides all activities related to the administration of computerized databases • Projects long-range requirements for database administration and design in conjunction with other managers in the information systems function • Designs, creates, and maintains databases in a client/server environment • Conducts quality control and auditing of databases in a client/server environment to ensure accurate and appropriate use of data • Advises users on access to various client/server databases • Designs, implements, and maintains complex databases with respect to JCL, access methods, access time, device allocation, validation checks, organization, protection and security, documentation, and statistical methods • Applies knowledge and experience with database technologies, development methodologies, and front-end (e.g., COGNOS)/back-end programming languages (e.g., SQL). Performs database programming and supports systems design • Performs maintenance of database dictionaries, overall monitoring of standards and procedures, file design and storage, and integration of systems through database design **Minimum Qualifications and Skills:** • Experience designing, developing, implementing, maintaining, and controlling database management systems • Experience migrating traditional relational database systems to AWS, Azure and GCP relational databases. • Experience deploying, maintaining and optimizing RDBMS databases such as Oracle, Aurora, MariaDB, MySQL, PostgreSQL, Cloud SQL, Cloud Spanner. • Familiarity with NoSQL databases like DynamoDB, Cosmos DB, MongoDB, Firestore, Bigtable, Cassandra

Labor Category	Description
	• Implementing analysis solutions on Hadoop-based platforms such as Amazon ElasticMapReduce, Cloudera Hadoop, or Hortonworks Data Platform preferred. • Experience with structured query language • Ability to prepare detailed workflow charts, diagrams, e-r modeling charts, and data models • Ability to detect and correct errors in systems **Education/Other Requirements:** BA/BS degree; minimum of 5 years' experience **Required:** One of the following certifications: • AWS Certified Database – Specialty • AWS Certified Data Analytics – Specialty • AWS Certified Solutions Architect – Associate • DP 200/201: Microsoft Certified: Azure Data Engineer Associate or DP 100: Microsoft Certified: Azure Data Scientist Associate Google – Professional Data Engineer
Cloud Data Engineer, Staff	**Summary Duties and Responsibilities:** • Responsible for migrating traditional relational database systems to AWS, Azure and GCP relational databases. • Deploy, maintain and optimize RDBMS databases such as Oracle, Aurora, MariaDB, MySQL, PostgreSQL, Cloud SQL, Cloud Spanner. • Deploy, maintain and optimize NoSQL databases like DynamoDB, Cosmos DB, MongoDB, Firestore, Bigtable, Cassandra • Responsible for designing, developing, and implementing IT solutions—provides database design and development support to the project team • Develops and maintains database development standards, enhancing application performance, and increasing web application security • Provides all activities related to the administration of computerized databases • Projects long-range requirements for database administration and design in conjunction with other managers in the information systems function • Designs, creates, and maintains databases in a client/server environment • Conducts quality control and auditing of databases in a client/server environment to ensure accurate and appropriate use of data • Advises users on access to various client/server databases • Designs, implements, and maintains complex databases with respect to JCL, access methods, access time, device allocation,

Labor Category	Description
	validation checks, organization, protection and security, documentation, and statistical methods • Applies knowledge and experience with database technologies, development methodologies, and front-end (e.g., COGNOS)/back-end programming languages (e.g., SQL). Performs database programming and supports systems design • Performs maintenance of database dictionaries, overall monitoring of standards and procedures, file design and storage, and integration of systems through database design **Minimum Qualifications and Skills:** • Experience migrating traditional relational database systems to AWS, Azure and GCP relational databases. • Experience deploying, maintaining and optimizing RDBMS databases such as Oracle, Aurora, MariaDB, MySQL, PostgreSQL, Cloud SQL, Cloud Spanner. • Familiarity with NoSQL databases like DynamoDB, Cosmos DB, MongoDB, Firestore, Bigtable, Cassandra • Experience designing, developing, implementing, maintaining, and controlling database management systems • Experience with structured query language • Ability to prepare detailed workflow charts, diagrams, e-r modeling charts, and data models • Ability to detect and correct errors in systems **Education/Other Requirements:** BA/BS degree; minimum of 2 years' experience **Required:** One of the following certifications: • AWS Certified Cloud Practitioner • AZ-900: Microsoft Certified: Azure Fundamentals • Google – Associate Cloud Engineer
Cloud Network Engineer, Senior	**Summary Duties and Responsibilities:** • Implement VPC, VNet, Route 53, DNS, Traffic Manager, VPN Gateway, API Gateway, Load Balancers, VPC peering, transit gateway, Direct Connect, ExpressRoute in AWS, Azure and GCP cloud environments. • Evaluates, designs, documents, installs, implements, tests, performs problem isolation and resolution, monitors, tunes, and sets standards • Maintains a complex range of computer network components and systems. Performs these functions across a wide range of network facilities including physical media, protocol stacks, hubs, routers, bridges, gateways, digital servers, line drivers, telecommunications transport facilities, mainframe VTAM, NCP and related software and hardware, and network management components • Provides client consulting and training on the interfacing and use of the network facilities

Labor Category	Description
	• Plans and coordinates computer network initiatives • Researches, evaluates, and recommends new computer network equipment and technologies • Uses monitoring, performance analysis, network management, software, and hardware equipment to troubleshoot and isolate problems, gauge network performance, and trace data and protocol activity • Devises solutions to operational problems within the capacity and operational limitations of installed equipment • Develops and executes contingency plans for network software and hardware failures including isolated and major outages • Provides internal consulting, technical guidance, information, and support to application developers, computer operations, workstation support, company management, and departmental clients **Education/Other Requirements:** BA/BS degree; minimum of 5 years' experience **Required:** One of the following certifications: • AWS Certified Advanced Networking – Specialty • AWS Certified Solutions Architect – Associate • AZ-104: Microsoft Certified: Azure Administrator Associate • Google - Professional Cloud Network Engineer
Cloud Network Engineer, Staff	**Summary Duties and Responsibilities:** • Implement VPC, VNet, Route 53, DNS, Traffic Manager, VPN Gateway, API Gateway, Load Balancers, VPC peering, transit gateway, Direct Connect, ExpressRoute in AWS, Azure and GCP cloud environments. • Evaluates, designs, documents, installs, implements, tests, and performs problem isolation and resolution • Monitors, tunes, sets standards, and maintains a range of computer network components and systems. Performs these functions across most of the network facilities including physical media, protocol stacks, hubs, routers, bridges, gateways, digital servers, line drivers, telecommunications transport facilities, mainframe VTAM, NCP and related software and hardware, and network management components • Provides client consulting and training on the interfacing and use of the network facilities. Begins to plan, research, evaluate, and recommend new computer network equipment and technologies • Uses monitoring, performance analysis, network management, software, and hardware equipment to troubleshoot and isolate problems, gauge network performance, and trace data and protocol activity

Labor Category	Description
	• Devises solutions to moderately complex operational problems within the capacity and operational limitations of installed equipment **Education/Other Requirements:** BA/BS degree; minimum of 2 years' experience **Required:** One of the following certifications: • AWS SysOps Administrator – Associate • AWS Certified Advanced Networking – Specialty • AWS Certified Solutions Architect – Associate • AZ-104: Microsoft Certified: Azure Administrator Associate • Google - Professional Cloud Network Engineer
Cloud Network Engineer, Associate	**Summary Duties and Responsibilities:** • Implement VPC, VNet, Route 53, DNS, Traffic Manager, VPN Gateway, API Gateway, Load Balancers, VPC peering, transit gateway, Direct Connect, ExpressRoute in AWS, Azure and GCP cloud environments. • Evaluates, designs, documents, installs, implements, tests, and performs problem isolation and resolution • Monitors, tunes, sets standards, and maintains a range of computer network components and systems. Performs these functions across a limited range of network facilities including some, but not all, physical media, protocol stacks, hubs, routers, bridges, gateways, digital servers, line drivers, telecommunications transport facilities, mainframe VTAM, NCP and related software and hardware, and network management components • Uses monitoring, performance analysis, network management, software, and hardware equipment to troubleshoot and isolate problems, gauge network performance, and trace data and protocol activity **Education/Other Requirements:** BA/BS degree. **Required:** One of the following certifications: • AWS Certified Cloud Practitioner • AZ-900: Microsoft Certified: Azure Fundamentals • Google – Associate Cloud Engineer
Cloud Security Analyst, Senior	**Summary Duties and Responsibilities:** • Provides information assurance expertise for large, complex IT infrastructure programs • Provides subject matter expertise and capability to consult/troubleshoot security-related matters for enterprise information systems and network architectures, access problems, and implementation of security policies and procedures

Labor Category	Description
	• provide subject matter expertise in security principles and cloud security best practices to technical and acquisition project teams and assess potential security risk that might result from inadequate design decisions or incomplete integration of cloud-based tools. • Develop highly scalable applications that adhere to cloud and security best practices. • Developing security recommendations following NIST and Cloud Security Alliance guidance and security best practices • Reviewing and interpreting continuous monitoring reports provided by Cloud Service Providers as part of FedRAMP required deliverables • Ensures security access and protects against unauthorized access, modification, or destruction • Demonstrates a familiarity with a variety of security concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals • Performs a variety of tasks and work under general supervision • Oversees and manages day-to-day configuration and operation of information systems • Optimizes system operation and resource utilization, and performs system capacity planning/analysis while maintaining security posture • Performs system security analyses on client networks and automated information systems (AIS) • Provides guidance, training, research, and recommendations on client networks and AIS • Performs security audits, evaluations, and risk assessments of complex operational data processing communications systems and facilities, and provides recommendations for countering detected vulnerabilities • Conducts security and internal control reviews of sensitive applications software; conducts specific technical reviews to support non-standard operational requirements and systems • Designs, develops, and maintains unique security tools and techniques for conducting computer and communications security evaluations and risk assessments • Provides advanced technical computer and communications security assistance • Provides expert assistance and recommendations in the field of trusted computer systems and networks • Conducts security tests, certifications, and evaluations of applications and systems processing sensitive or classified information • Develops requirements and specifications for reviewing and approving procurement requests, major systems development activities, telecommunications and teleprocessing hardware

Labor Category	Description
	and software, and hardware and software encryption techniques on the basis of security concerns • Assesses technology to ensure security vulnerabilities are identified and countered **Minimum Qualifications:** • Experience performing information assurance/security for IT systems • CISSP, CISM, ISO 27001, or CISA certifications equate to 3 years of experience in Duties and Responsibilities **Education/Certification Requirement:** BA/BS degree; minimum of 7 years' experience; security certification from AWS, Azure, or GCP **Required:** One of the following certifications: • AWS Certified Security – Specialty • (ISC)^2 Certified Cloud Security Professional (CCSP) • AWS Certified Solutions Architect – Associate • AZ-500: Microsoft Certified: Azure Security Engineer Associate • Google - Professional Cloud Security Engineer

Cloud Security Analyst, Staff	**Summary Duties and Responsibilities:** • Provides information assurance expertise for large, complex IT infrastructure programs • Provides subject matter expertise and capability to consult/troubleshoot security-related matters for enterprise information systems and network architectures, access problems, and implementation of security policies and procedures • provide subject matter expertise in security principles and cloud security best practices to technical and acquisition project teams and assess potential security risk that might result from inadequate design decisions or incomplete integration of cloud-based tools. • Develop highly scalable applications that adhere to cloud and security best practices. • Developing security recommendations following NIST and Cloud Security Alliance guidance and security best practices • Reviewing and interpreting continuous monitoring reports provided by Cloud Service Providers as part of FedRAMP required deliverables • Ensures security access and protects against unauthorized access, modification, or destruction • Demonstrates a familiarity with a variety of security concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals • Performs a variety of tasks and work under general supervision. • Oversees and manages day-to-day configuration and operation of information systems • Optimizes system operation and resource utilization, and performs system capacity planning/analysis while maintaining the security posture • Performs system security analyses on client networks and AIS • Provides guidance, training, research, and recommendations on client networks and AIS • Performs security audits, evaluations, and risk assessments of complex operational data processing communications systems and facilities, and provides recommendations for countering detected vulnerabilities • Conducts security and internal control reviews of sensitive applications software • Conducts specific technical reviews to support non-standard operational requirements and systems • Designs, develops, and maintains unique security tools and techniques for conducting computer and communications security evaluations and risk assessments • Provides advanced technical computer and communications security assistance

	• Provides expert assistance and recommendations in the field of trusted computer systems and networks • Conducts security tests, certifications, and evaluations of applications and systems processing sensitive or classified information • Develops requirements and specifications for reviewing and approving procurement requests, major systems development activities, telecommunications and teleprocessing hardware and software, and hardware and software encryption techniques on the basis of security concerns • Assesses technology to ensure security vulnerabilities are identified and countered **Minimum Qualifications:** • Experience performing information assurance/security for IT systems • CISSP, CISM, ISO 27001, or CISA certifications equate to 3 years of experience in Duties and Responsibilities **Education/Certification Requirement:** BA/BS degree; minimum of 5 years' experience **Required:** One of the following certifications: • AWS Certified Security – Specialty • (ISC)^2 Certified Cloud Security Professional (CCSP) • AWS Certified Solutions Architect – Associate • AZ-500: Microsoft Certified: Azure Security Engineer Associate • Google - Professional Cloud Security Engineer

Cloud Security Analyst, Associate	**Summary Duties and Responsibilities:** • Provides information assurance expertise for large, complex IT infrastructure programs • Provides subject matter expertise and capability to consult/troubleshoot security-related matters for enterprise information systems and network architectures, access problems, and implementation of security policies and procedures • provide subject matter expertise in security principles and cloud security best practices to technical and acquisition project teams and assess potential security risk that might result from inadequate design decisions or incomplete integration of cloud-based tools. • Develop highly scalable applications that adhere to cloud and security best practices. • Developing security recommendations following NIST and Cloud Security Alliance guidance and security best practices • Reviewing and interpreting continuous monitoring reports provided by Cloud Service Providers as part of FedRAMP required deliverables • Ensures security access and protects against unauthorized access, modification, or destruction • Demonstrates a familiarity with a variety of security concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals • Performs a variety of tasks and work under general supervision. • Oversees and manages day-to-day configuration and operation of information systems • Optimizes system operation and resource utilization, and performs system capacity planning/analysis while maintaining the security posture • Performs system security analyses on client networks and AIS • Provides guidance, training, research, and recommendations on client networks and AIS • Performs security audits, evaluations, and risk assessments of complex operational data processing communications systems and facilities, and provides recommendations for countering detected vulnerabilities • Conducts security and internal control reviews of sensitive applications software • Conducts specific technical reviews to support non-standard operational requirements and systems • Designs, develops, and maintains unique security tools and techniques for conducting computer and communications security evaluations and risk assessments • Provides advanced technical computer and communications security assistance

	• Provides expert assistance and recommendations in the field of trusted computer systems and networks • Conducts security tests, certifications, and evaluations of applications and systems processing sensitive or classified information • Develops requirements and specifications for reviewing and approving procurement requests, major systems development activities, telecommunications and teleprocessing hardware and software, and hardware and software encryption techniques on the basis of security concerns • Assesses technology to ensure security vulnerabilities are identified and countered **Minimum Qualifications:** • Experience performing information assurance/security for IT systems • CISSP, CISM, ISO 27001, or CISA certifications equate to 3 years of experience in Duties and Responsibilities **Education/Certification Requirement:** BA/BS degree; minimum of 2 years' experience **Required:** One of the following certifications: • AWS Certified Cloud Practitioner • AZ-900: Microsoft Certified: Azure Fundamentals • Google – Associate Cloud Engineer

Labor Category	Description
Cloud Help Desk Specialist, Principal	**Summary Duties and Responsibilities:** • Responsible for supporting customer incident, problem, and change management through the Cloud Service Desk. • Work directly with Amazon Web Service, Azure and Google Cloud Platform (GCP) architects to help reproduce and resolve customer issues • Work on critical, highly complex customer problems that may span multiple AWS, Azure, GCP services. • Leverage your extensive customer support experience to provide feedback to internal AWS, Azure, GCP teams on how to improve our services. • Provide support and detailed direction with respect to cloud implementation, monitoring, initialization, maintenance, and reporting. • Support the development, delivery, implementation, and maintenance of cloud based projects. • Serves as company or contract expert, responsible for providing telephone support to end-user community on complex hardware, software, and network-related problems, questions, and use • May provide training and guidance to more junior help desk personnel • Provides first-level problem resolution on the telephone with users; walks the user through a series of steps to determine problem and classify level, priority, and nature of problem. If unable to diagnose problem and/or problem requires physical interaction with end user, dispatches field engineers from appropriate team • Opens, tracks, and closes trouble tickets; ensures problem ownership and promotes end-user satisfaction • Tracks activities of field engineers to whom tickets were assigned **Education/Certification Requirement:** BA/BS degree; minimum of 7 years' experience in computer hardware, software, and networking systems, and in the set-up, configuration, use, and troubleshooting of computer systems. Trained and certified in automated help desk management systems **Required:** One of the following certifications: • AWS Certified Cloud Practitioner • AZ-900: Microsoft Certified: Azure Fundamentals • Google – Associate Cloud Engineer
Cloud Help Desk Specialist, Senior	**Summary Duties and Responsibilities:** • Responsible for supporting customer incident, problem, and change management through the Cloud Service Desk.

Labor Category	Description
	• Work directly with Amazon Web Service, Azure and Google Cloud Platform (GCP) architects to help reproduce and resolve customer issues • Work on critical, highly complex customer problems that may span multiple AWS, Azure, GCP services. • Leverage your extensive customer support experience to provide feedback to internal AWS, Azure, GCP teams on how to improve our services. • Provide support and detailed direction with respect to cloud implementation, monitoring, initialization, maintenance, and reporting. • Support the development, delivery, implementation, and maintenance of cloud based projects. • Responsible for providing support to end-user community on difficult hardware, software, and network-related problems, questions, and use • May provide training and guidance to more junior help desk personnel. Provides resolutions to out-of-the-ordinary issues for users. If unable to diagnose problem, works with help desk management to diagnose and resolve problem • Responds to Tier 2 and higher trouble tickets. Ensures problem ownership and promotes end-user satisfaction • Closes activities of tickets assigned • Responsible for providing in-depth and high-level support to end-user community on hardware, software, and network-related problems, questions, and use • Provides problem resolution to users. Confers with user to determine problem • Ensures problem ownership and promotes end-user satisfaction **Education/Certification Requirement:** BA/BS degree; minimum of 5 years' experience in computer hardware, software, and networking systems, and in the set-up, configuration, use, and troubleshooting of computer systems **Required:** One of the following certifications: • AWS Certified Cloud Practitioner • AZ-900: Microsoft Certified: Azure Fundamentals • Google – Associate Cloud Engineer
Cloud Help Desk Specialist, Staff	**Summary Duties and Responsibilities:** • Responsible for supporting customer incident, problem, and change management through the Cloud Service Desk. • Work directly with Amazon Web Service, Azure and Google Cloud Platform (GCP) architects to help reproduce and resolve customer issues • Work on critical, highly complex customer problems that may span multiple AWS, Azure, GCP services.

Labor Category	Description
	• Leverage your extensive customer support experience to provide feedback to internal AWS, Azure, GCP teams on how to improve our services. • Provide support and detailed direction with respect to cloud implementation, monitoring, initialization, maintenance, and reporting. • Support the development, delivery, implementation, and maintenance of cloud based projects. • Responsible for providing support to end-user community on hardware, software, and network-related problems, questions, and use • Provides resolutions to out-of-the-ordinary issues for users. If unable to diagnose problem, works with help desk management to diagnose and resolve problem. Responds to Tier 2 and higher trouble tickets • Ensures problem ownership and promotes end-user satisfaction • Closes activities of tickets assigned **Education/Certification Requirement:** BA/BS degree; minimum of 2 years' experience in computer hardware, software, and networking systems, and in the set-up, configuration, use, and troubleshooting of computer systems **Required:** One of the following certifications: • AWS Certified Cloud Practitioner • AZ-900: Microsoft Certified: Azure Fundamentals • Google – Associate Cloud Engineer
Cloud Director	**Summary Duties and Responsibilities** • Provide leadership and direction in migrating legacy applications to cloud platforms AWS, Azure and GCP in a FedRAMP environment. • Directs all aspects of the information systems function. • Determines operating philosophy of department and ensures the philosophy is translated into action • Provides top management with technical information and recommendations on information technology • Maintains company and competitive posture in information technology usage • Ensures adequate budget for capital equipment and technical manpower acquisition **Education/ Certification Requirements:** BA/BS degree—minimum of 16 years' experience; Master's degree or equivalent—12 years' experience; PgMP or PMP certified **Required:** One of the following certifications: • AWS Certified Cloud Practitioner • AZ-900: Microsoft Certified: Azure Fundamentals • Google – Associate Cloud Engineer

Labor Category	Description
Cloud Program Manager	**Summary Duties and Responsibilities:** • Provide leadership and direction in migrating legacy applications to cloud platforms AWS, Azure and GCP in a FedRAMP environment. • Work with technical team to implement Continuous Integration and Continuous Delivery and Continuous Deployment tools, automated testing, Cloud, microservices and container-based environments. • Serves as the program executive responsible for overall successful program execution and serves as the ultimate point of contact with client senior management • Responsible for leading and driving large programs consisting of operations and multiple projects, or a single, large project with multiple complex tasks • Supports all aspects of the development and implementation of assigned projects, from original concept through final contract closure • Interfaces with project/task managers and with senior customer managers • Defines project scope and objectives • Reviews high-level work plans and key project/task deliverables, and manages the integration of resources and knowledge across projects and tasks • Helps ensure adherence to corporate standards and practices, and serves as a key element in the escalation process • Develops full-scale project plans and associated communications documents • Clearly communicates expectations to team members and stakeholders in a timely manner • Liaises with project stakeholders on an ongoing basis • Manages changes in project scope, as well as issues and risks • Defines project success criteria and disseminates them throughout project lifecycle • Coaches, mentors, motivates, and supervises project team members, and influences them to take positive action and accountability for their assigned work • Builds, develops, and grows any business relationships vital to the success of the project **Minimum Qualifications and Skills:** • Experience migrating legacy applications to cloud platforms AWS, Azure and GCP. • Exposure to Continuous Integration and Continuous Delivery and Continuous Deployment tools, automated testing, Cloud, and container-based technologies preferred

Labor Category	Description
	• Experience in senior program management positions • Experience as an information program/project manager with experience in operations and maintenance, as well as software development • Experience transitioning/implementing IT systems • Experience with web application and infrastructure support • Experience with IT security, IT infrastructure, and system architecture environments • Strong knowledge of program/project management best practices (PMI) • Knowledge of Government directives, policies, publications and regulations • Strong experience in creating project management plans • Experience working in a Scaled Agile environment preferred **Education/Other Requirements:** BA/BS degree; minimum of 12 years' experience; PgMP or PMP certified **Preferred:** Scaled Agile (SAFe) certification, Release Train Engineer (RTE) experience, **Required:** One of the following certifications: • AWS Certified Cloud Practitioner • AZ-900: Microsoft Certified: Azure Fundamentals • Google – Associate Cloud Engineer
Cloud Project Manager	**Summary Duties and Responsibilities:** • Responsible for managing migration of legacy applications to cloud platforms AWS, Azure and GCP in a FedRAMP environment. • Work with technical team to implement Continuous Integration and Continuous Delivery and Continuous Deployment tools, automated testing, Cloud, microservices and container-based environments. • Responsible for managing small to large projects and all phases of project and project management lifecycles • The project manager is expected to have significant input into the technical decision-making process • Functions as the leader and manager of all contributing disciplines and resources in the completion of a project • Engages in such activities as: assigning tasks; establishing and maintaining task schedules; maintaining liaison between appropriate project personnel and the customer to ensure effective coordination of all project efforts; prepares and adheres to project cost, schedule, and staffing plans; prepares plans, proposals, and briefings; manages contract negotiations and company representation with customers and subcontractors, as required

Labor Category	Description
	Minimum Qualifications and Skills: • Experience migrating legacy applications to cloud platforms AWS, Azure and GCP. • Exposure to Continuous Integration and Continuous Delivery and Continuous Deployment tools, automated testing, Cloud, and container-based technologies preferred • Ability to document solutions with MS Office products; specifically, Outlook, Word, Excel, Visio, and Project • Ability to effectively communicate, verbally and in writing, with management and peers • Excellent customer interface, coordination, and organizational skills • Experience developing project plans according to PMBOK and managing projects according to project plans and processes • Uses interpersonal skills for interfacing and working with multiple contractor and Government organizations • Experience working as a Scrum Master in an agile environment • Familiarity with agile tools such as Jira, Confluence, etc. **Education/Other Requirements:** • BA/BS degree; minimum of 10 years' experience. PMP certification, Certified Scrum Master (CSM). **Required:** One of the following certifications: • AWS Certified Cloud Practitioner • AZ-900: Microsoft Certified: Azure Fundamentals • Google – Associate Cloud Engineer
Cloud Project Coordinator, Senior	**Summary Duties and Responsibilities:** • Responsible for managing migration of legacy applications to cloud platforms AWS, Azure and GCP in a FedRAMP environment. • Work with technical team to implement Continuous Integration and Continuous Delivery and Continuous Deployment tools, automated testing, Cloud, microservices and container-based environments. • Provides project management support in accordance with the Project Management Institute Project Management Body of Knowledge • Works as a member of the program team to achieve TO project work on time and budget, and achieve project objectives • Supports project financial management and administrative activities, including, but not limited to: budgeting, manpower and resource planning, and financial reporting • Provides support to assess, develop, and implement complex evaluations of existing procedures, processes, techniques, models, and/or systems related to project management problems

Labor Category	Description
	• Develops charts, tables, graphs, and diagrams to support problem analysis and solution implementation; provides some supervision and direction to staff on an as-needed basis **Minimum Qualifications and Skills:** • Experience migrating legacy applications to cloud platforms AWS, Azure and GCP. • Exposure to Continuous Integration and Continuous Delivery and Continuous Deployment tools, automated testing, Cloud, and container-based technologies preferred • Experience working in a project manager, project coordinator, or project expediter role • Able to effectively use project tools such as MS Project and MS Office suite • Experience with EVM • Knowledge of and ability to apply and follow PMI PMBOK • **Education/Other Requirements:** BA/BS degree; minimum of 7 years' experience. PMP certification, Certified Scrum Master (CSM). **Required:** One of the following certifications: • AWS Certified Cloud Practitioner • AZ-900: Microsoft Certified: Azure Fundamentals • Google – Associate Cloud Engineer
Cloud Project Coordinator	**Summary Duties and Responsibilities:** • Experience migrating legacy applications to cloud platforms AWS, Azure and GCP. • Work with technical team to implement Continuous Integration and Continuous Delivery and Continuous Deployment tools, automated testing, Cloud, microservices and container-based environments. • Provides project management support in accordance with the PMI PMBOK • Works as a member of the program team to achieve TO project work on time and budget, and achieve project objectives • Supports project financial management and administrative activities, including, but not limited to: budgeting, manpower and resource planning, and financial reporting • Provides support to assess, develop, and implement complex evaluations of existing procedures, processes, techniques, models, and/or systems related to project management problems • Develops charts, tables, graphs, and diagrams to support problem analysis and solution implementation; provides some supervision and direction to staff on an as-needed basis **Minimum Qualifications and Skills:**

Labor Category	Description
	• Exposure to Continuous Integration and Continuous Delivery and Continuous Deployment tools, automated testing, Cloud, and container-based technologies preferred • Experience working in a project manager, project coordinator, or project expediter role • Able to effectively use project tools such as MS Project and MS Office suite • Experience with EVM • Knowledge of and ability to apply and follow PMI PMBOK **Education/Other Requirements:** BA/BS degree; minimum of 5 years' experience **Required:** One of the following certifications: • AWS Certified Cloud Practitioner • AZ-900: Microsoft Certified: Azure Fundamentals • Google – Associate Cloud Engineer
Cloud Service Delivery Manager	**Summary Duties and Responsibilities:** • Demonstrated ability to think strategically about business, product, and technical challenges and help customers take advantage of the efficiencies, cost savings and quick innovation available in the cloud • Work closely with other teams to ensure that all changes to a customer's cloud environments are smoothly carried out while meeting capacity needs and service level agreements. • Work with senior stakeholders on opportunities to improve their ICT landscape while working across customer organizations and multiple AWS teams to ensure customers applications are well designed and scaled to the needs of their business. • Assists with developing, implementing, improving, and reviewing IT service management processes in accordance with ITIL v3 framework • Leads ITIL support team • Ensures sound ITIL processes are implemented and improved • Assesses ITIL processes and recommends improvements • Develops and implements new ITIL processes • Manages the ITIL service delivery function **Minimum Qualifications:** • Experience delivering IT service management in accordance with ITIL framework in cloud environments. • Experience developing and implementing ITIL processes • Experience reviewing, assessing, and evaluating ITIL processes and identifying continual improvements • Demonstrated understanding of ITIL v3 framework, concepts, and processes • Experience in an IT service management supervisory or manager role

Labor Category	Description
	• **Education/Certification Requirement:** BA/BS degree; minimum of 6 years' experience; ITIL v3 certification **Required:** One of the following certifications: • AWS Certified Cloud Practitioner • AZ-900: Microsoft Certified: Azure Fundamentals • Google – Associate Cloud Engineer
Cloud Service Delivery, Senior	**Summary Duties and Responsibilities:** • Work closely with other teams to ensure that all changes to a customer's cloud environments are smoothly carried out while meeting capacity needs and service level agreements. • Assists with developing, implementing, improving, and reviewing IT service management processes in accordance with ITIL v3 framework • Assesses ITIL processes and recommends improvements • Develops and implements new ITIL processes **Minimum Qualifications:** • Strong cloud ecosystem knowledge and a technical background • Experience delivering IT service management in accordance with ITIL framework • Experience developing and implementing ITIL processes • Experience reviewing, assessing, and evaluating ITIL processes and identifying continual improvements • Demonstrated understanding of ITIL v3 framework, concepts, and processes • **Education/Certification Requirement:** BA/BS degree; minimum of 5 years' experience; ITIL v3 certification **Required:** One of the following certifications: • AWS Certified Cloud Practitioner • AZ-900: Microsoft Certified: Azure Fundamentals • Google – Associate Cloud Engineer

Labor Category Descriptions applicable to SIN 54151HACS

Labor Category Equivalency Language
ManTech is proposing the following labor categories and associated qualifications for services under this contract. All categories may be subject to the requirement of a government security investigation and may need to meet eligibility requirements for access to classified information. Where the job description requires a certain level of educational qualification or "equivalent experience", one year of education equates to 1.5 years of experience. The following guidelines are provided:
High School Diploma 2 years directly related experience Associate Degree 3 – 5 years directly related experience Bachelors Degree 6 – 8 years directly related experience Masters Degree 9 years directly related experience
Subcontractors are to be included on task orders under the contract labor categories and rates, when possible. Upon the approval of the ordering agency, subcontractors may be included as off-schedule costs if their services are not suitable under the contract labor categories as listed herein.

Labor Category	Description
Cyber Task Supervisor, Associate	Responsible for the coordination and supervision of a specific technical task or function. Ensures all activities are carried out in accordance with project commitments or specific objectives. Typically supervises between 2 and 10 employees. Responsible for day-to-day coordination and administration of tasks by ensuring quality and productivity standards are maintained while meeting client schedules. Coordinates with other contract and subcontract personnel to ensure work moves smoothly from one functional area to another. Works with project manager and/or client to prepare work schedules and man-hour estimates. Ensures proper training of subordinates. Maintains record of changes in instructions and ensures all team members are informed of changes. Assigns and reviews subordinates' performance. Prepares performance evaluations. Ensures completion of administrative reporting, e.g., timecards, daily statistics, logs, and task narratives. Responds to client requests and questions. Assists with writing manuals and other documentation. Responsible for status and task management reports for area of responsibility. Requires Bachelor's degree in related field or equivalent, and zero to two years of related experience.

Labor Category	Description
Cyber Task Supervisor, Staff	Responsible for the coordination and supervision of a specific technical task or function. Ensures all activities are carried out in accordance with project commitments or specific objectives. Typically supervises between 10 and 30 employees. Responsible for day-to-day coordination and administration of tasks by ensuring quality and productivity standards are maintained while meeting client schedules. Coordinates with other contract and subcontract personnel to ensure work moves smoothly from one functional area to another. Works with project manager and/or client to prepare work schedules and man-hour estimates. Ensures proper training of subordinates. Maintains record of changes in instructions and ensures all team members are informed of changes. Assigns and reviews subordinates' performance. Prepares performance evaluations. Ensures completion of administrative reporting, e.g., timecards, daily statistics, logs, and task narratives. Responds to client requests and questions. Assists with writing manuals and other documentation. Responsible for status and task management reports for area of responsibility. Sets up and manages project facilities as dictated by workload requirements. Requires Bachelor's degree in related field or equivalent, and two to four years of related experience.
Cyber Task Supervisor, Senior	Responsible for the coordination and supervision of a specific technical task or function. Ensures all activities are carried out in accordance with project commitments or specific objectives. Typically supervises more than 30 employees. Responsible for day-to-day coordination and administration of tasks by ensuring quality and productivity standards are maintained while meeting client schedules. Coordinates with other contract and subcontract personnel to ensure work moves smoothly from one functional area to another. Works with project manager and/or client to prepare work schedules and man-hour estimates. Ensures proper training of subordinates. Maintains record of changes in instructions and ensures all team members are informed of changes. Assigns, reviews subordinates' performance and may prepares performance evaluations. Ensures completion of administrative reporting (timecards, daily statistics, logs, and task narratives.) Responds to client requests and questions. Assists with writing manuals and other documentation. Responsible for status and task management reports for area of responsibility. Sets up and manages project facilities as dictated by workload requirements. Requires Bachelor's degree in related field or equivalent, and five to seven years of related experience.

Labor Category	Description
Cyber Project Manager, Deputy	Assists higher level program/project manager in directing the project life cycle by assisting in development of comprehensive project plans to include both long and short-range goals and milestones. Identifies, acquires, and utilizes company resources to achieve project technical objectives. Directs a project team usually within a matrix organization, monitoring and encouraging functional organizations to complete milestones within specific budgets and schedules. May occasion interface with external customers and top management to communicate status of project throughout life cycle. Requires Bachelor's degree or equivalent, and seven to nine years of related experience.
Cyber Project Manager	Responsible for the performance of relatively small technical projects or a definable portion of a larger technical program in accordance with contract requirements and company policies, procedures and guidelines. Directs and supervises all support resources for the performance of project assignments and activities. Manages the technical direction of a project through the design, implementation, and testing in accordance with project objectives. Responsible for acquiring follow-on business associated with assigned projects and for supporting new business development by leading relatively small proposals or assisting with major proposals. Requires Bachelor's degree or equivalent, and ten to twelve years of related (technical environment) experience.
Cyber Program Manager	Responsible for the performance of a relatively significant program or multiple smaller programs in accordance with contract requirements and company policies, procedures and guidelines. Oversees the technology development and/or application, marketing, and resource allocation within program client base. Program area typically represents more than three functional areas such as engineering, systems analysis, quality control and administration. Responsible for acquiring follow-on business associated with assigned programs and for supporting new business development by leading proposals. Requires Bachelor's degree or equivalent, and twelve to fifteen years of related (technical environment) experience including management experience.
Cyber Program Director	Responsible for the successful technical, schedule, and cost performance of a major program, or multiple programs, through subordinate program/project managers, in accordance with contract requirements and company policies, procedures and guidelines. Responsible for acquiring follow-on business associated with assigned programs and for supporting new business development by leading proposals or through program/project managers. Requires Bachelor's degree or equivalent, and sixteen plus years experience in a related technical environment, including five years related management experience.

Labor Category	Description
Cyber Database Analyst, Associate	Assists in administering database organizations, standards, controls, procedures, and documentation. Provides entry level technical consulting in the definition, design, and creation of a database environment. Develops applications to help formulate database solutions to business problems, data architectures, database management system facilities and capabilities, and the operation and tuning of databases. Maintains databases with respect to access methods, access time, batch processes, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Includes maintenance of database dictionaries, and integration of systems through database design. Maintains database dictionaries. Maintains and documents JCL, shell scripts and batch processes. Ensures that documentation is complete and up-to-date. Applies procedures for periodic database backup. Requires Bachelor's degree or equivalent, and zero to two years of related experience.
Cyber Database Analyst, Staff	Administers database organizations, standards, controls, procedures, and documentation. Provides technical consulting in the definition, design, and creation of a database environment. Assists applications development staff and users on database solutions to business problems, data architectures, database management system facilities and capabilities, and the operation and tuning of databases. Implements and maintains databases with respect to access methods, access time, batch processes, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Includes maintenance of database dictionaries, and integration of systems through database design and implementation. Maintains database dictionaries and documents JCL, shell scripts and batch processes. Ensures that documentation is complete and up-to-date. Develops and applies procedures for periodic database backup. Requires Bachelor's degree (in Computer Science, Management Information Systems or related field) or equivalent, and two to four years of related experience.
Cyber Database Analyst, Senior	Defines and administers database organizations, standards, controls, procedures, and documentation. Provides experienced technical consulting in the definition, design, and creation of a database environment. Advises applications development staff and users on database solutions to business problems, data architectures, database management system facilities and capabilities, and the operation and tuning of databases. Ensures economic and efficient availability of data within adequate safeguards. Designs, implements, and maintains databases with respect to access methods, access time, batch processes, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Includes maintenance of database dictionaries, and integration of systems through database design. Develops and maintains expertise in use of automated tools for database design and implementation. Requires Bachelor's degree (in Computer

Labor Category	Description
	Science, Management Information Systems) or equivalent, and five to seven years of related (data center environment) experience.
Cyber Database Analyst, Principal	Defines and oversees database organizations, standards, controls, procedures, and documentation. Provides experienced technical consulting in the definition, design, and creation of a database environment. Advises applications development staff and users on database solutions to business problems, data architectures, database management system facilities and capabilities, and the operation and tuning of databases. Ensures economic and efficient availability of data within adequate safeguards. Designs and implements databases with respect to access methods, access time, batch processes, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Develops and maintains expertise in use of automated tools for database design and implementation.Develops, maintains and documents JCL, shell scripts and batch processes. Participates as a leader and as a team member, and works to maintain a positive environment. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and seven to nine years of related experience.
Cyber Database Analyst, Senior Principal	Defines database organizations, standards, controls, procedures, and documentation. Provides experienced technical consulting in the definition, design, and creation of a database environment. Advises applications development staff and users on database solutions to business problems, data architectures, database management system facilities and capabilities, and the operation and tuning of databases. Ensures economic and efficient availability of data within adequate safeguards. Develops expertise in use of automated tools for database design and implementation. Develops procedures to address needs of JCL, shell scripts and batch processes. Ensures that documentation is complete and up-to-date. Develops procedures relating to database and application security including procedures by which access is authorized, enabled, changed and withdrawn. Develops procedures for periodic database backup. Participates as a leader and as the senior team member. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and ten to twelve years of related experience.
Cyber Database Manager	Responsible for all activities related to the design, implementation and administration of computerized databases. Assigns personnel to various projects and directs their activities; reviews and evaluates their work and prepares performance reports. Confers with and advises subordinates on administrative policies and procedures, technical problems, priorities and methods. Consults with and advises users of the various databases. Projects long-range requirements for database administration and design in conjunction with other managers in the information systems function. Prepares activity and progress reports regarding the database design process.

Labor Category	Description
	A Bachelor degree or equivalent in a related field and ten to twelve years of relevant work experience are required.
Cyber Database Engineer, Assoc	Operates at the system level and has learned skills that will apply across the full system life cycle from requirements through database design and implementation. Is trained in system design and development skill as well as database-related skills. The Database Engineer's focus is database-centric, based on the understanding that the heart of every information system is the database, but with a solid view of how the database integrates and operates with other system components. Requirements and design activities will include one of the following: security, backup and recovery, and availability considerations. Will set up and test different design scenarios (or to direct these activities) early in the system development life cycle as part of the process of validating the suitability of proposed design alternatives. Test scenarios must generate sufficient performance data to support database design decisions. Requires Bachelor's degree or equivalent, and zero to two years of related experience.
Cyber Database Engineer, Staff	Operates at the system level and has learned skills that will apply across the full system life cycle from requirements through database design and implementation. Is trained in system design and development skill as well as database-related skills. The Database Engineer's focus is database-centric, based on the understanding that the heart of every information system is the database, but with a solid view of how the database integrates and operates with other system components. Requirements and design activities will include one of the following: security, backup and recovery, and availability considerations. Will set up and test different design scenarios (or to direct these activities) early in the system development life cycle as part of the process of validating the suitability of proposed design alternatives. Test scenarios must generate sufficient performance data to support database design decisions. Requires Bachelor's degree or equivalent, and two to four years of related experience.

Labor Category	Description
Cyber Database Engineer, Senior	Operates at the system level and has learned skills that will apply across the full system life cycle from requirements through database design and implementation. Is trained in system design and development skill as well as database-related skills. The Database Engineer's focus is database-centric, based on the understanding that the heart of every information system is the database, but with a solid view of how the database integrates and operates with other system components. Skills include defining data and database requirements, defining database design alternatives, designing logical data models, and designing physical databases. May be a skilled DBA, as is often the case, but in all cases understands advanced database concepts such as replication or parallel operations and knows when, from a system perspective, to apply them as part of the engineered solution. Will set up and test different design scenarios (or to direct these activities) early in the system development life cycle as part of the process of validating the suitability of proposed design alternatives. Test scenarios must generate sufficient performance data to support database design decisions. Requires Bachelor's degree or equivalent, and five to seven years of related experience.
Cyber Database Engineer, Principal	Operates at the system level and has learned skills that will apply across the full system life cycle from requirements through database design and implementation. Is trained in system design and development skill as well as database-related skills. The Database Engineer's focus is database-centric, based on the understanding that the heart of every information system is the database, but with a solid view of how the database integrates and operates with other system components. Skills include defining data and database requirements, defining database design alternatives, designing logical data models, and designing physical databases.May be a skilled DBA, as is often the case, but in all cases understands advanced database concepts such as replication or parallel operations and knows when, from a system perspective, to apply them as part of the engineered solution. Will set up and test different design scenarios (or to direct these activities) early in the system development life cycle as part of the process of validating the suitability of proposed design alternatives. Test scenarios must generate sufficient performance data to support database design decisions. Requires Bachelor's degree or equivalent, and seven to nine years of related experience.

Labor Category	Description
Cyber Database Engineer, Sr Principal	Operates at the system level and has learned skills that will apply across the full system life cycle from requirements through database design and implementation. Is trained in system design and development skill as well as database-related skills. The Database Engineer's focus is database-centric, based on the understanding that the heart of every information system is the database, but with a solid view of how the database integrates and operates with other system components. Skills include defining data and database requirements, defining database design alternatives, designing logical data models, and designing physical databases.May be a skilled DBA, as is often the case, but in all cases understands advanced database concepts such as replication or parallel operations and knows when, from a system perspective, to apply them as part of the engineered solution. Will set up and test different design scenarios (or to direct these activities) early in the system development life cycle as part of the process of validating the suitability of proposed design alternatives. Test scenarios must generate sufficient performance data to support database design decisions. Requires Bachelor's degree or equivalent, and ten to twelve years of related experience.
Cyber Analyst/Computer Forensic Intrusion, Associate	Assists in providing computer forensic and intrusion support to high technology investigations in the form of computer evidence seizure, computer forensic analysis, data recovery, and network assessments. Assists in conduct vulnerability assessments/penetration tests of information systems. Researches and maintains proficiency in tools, techniques, countermeasures, and trends in computer network vulnerabilities, data hiding and network security and encryption. Assists in deterring, identifying, monitoring, investigating and analyzing computer network intrusions. Requires Bachelor's degree or equivalent and zero to two years of related experience with a minimum of six months experience in one or more of the following: computer network penetration testing/techniques; computer evidence seizure, computer forensic analysis, data recovery; computer intrusion analysis/incident response, intrusion detection; computer network surveillance/monitoring; network protocols, network devices, multiple operating systems, and secure architectures. Ability to obtain a security clearance.

Labor Category	Description
Cyber Analyst/Computer Forensic Intrusion, Staff	Assists in providing computer forensic and intrusion support to high technology investigations in the form of computer evidence seizure, computer forensic analysis, data recovery, and network assessments. Assists in conduct vulnerability assessments/penetration tests of information systems. Researches and maintains proficiency in tools, techniques, countermeasures, and trends in computer network vulnerabilities, data hiding and network security and encryption. Assists in deterring, identifying, monitoring, investigating and analyzing computer network intrusions. Requires Bachelor's degree or equivalent and two to four years of related experience with a minimum of six months experience in one or more of the following: computer network penetration testing/techniques; computer evidence seizure, computer forensic analysis, data recovery; computer intrusion analysis/incident response, intrusion detection; computer network surveillance/monitoring; network protocols, network devices, multiple operating systems, and secure architectures. Ability to obtain a security clearance.
Cyber Analyst/Computer Forensic Intrusion, Senior	Provides computer forensic and intrusion support to high technology investigations in the form of computer evidence seizure, computer forensic analysis, data recovery, and network assessments. Conducts vulnerability assessments/penetration tests of information systems. Researches and maintains proficiency in tools, techniques, countermeasures, and trends in computer network vulnerabilities, data hiding and network security and encryption. Assists in deterring, identifying, monitoring, investigating and analyzing computer network intrusions. Requires Bachelor's degree or equivalent and five to seven years of related experience with a minimum of six months experience in one or more of the following: computer network penetration testing and techniques; computer evidence seizure, computer forensic analysis, and data recovery; computer intrusion analysis and incident response, intrusion detection; computer network surveillance/monitoring; network protocols, network devices, multiple operating systems, and secure architectures. Ability to obtain a security clearance.

Labor Category	Description
Cyber Analyst/Computer Forensic Intrusion, Lead	Provides computer forensic and intrusion analyst support to high technology investigations in the form of computer evidence seizure, computer forensic analysis, data recovery, and network assessments. Conduct vulnerability assessments/penetration tests of information systems. Researches and maintains proficiency in tools, techniques, countermeasures, and trends in computer network vulnerabilities, data hiding and network security and encryption. Assists in deterring, identifying, monitoring, investigating and analyzing computer network intrusions. Requires Bachelor's degree and seven to nine years of related experience with a minimum of four years experience in one or more of the following: computer network penetration testing and techniques; computer evidence seizure, computer forensic analysis, and data recovery; computer intrusion analysis and incident response, intrusion detection; computer network surveillance/monitoring; network protocols, network devices, multiple operating systems, and secure architectures. Ability to obtain a security clearance.
Cyber Analyst/Computer Forensic Intrusion, Principal	Provides knowledge in Computer and network vulnerability testing/penetration techniques; Tool development for computer and network forensics and vulnerability testing. Provides computer forensic support to high technology investigations in the form of evidence seizure, computer forensic analysis, and data recovery. Conducts vulnerability assessments/penetration tests of information systems. Researches and maintains proficiency in tools, techniques, countermeasures, and trends in computer and network vulnerabilities, data hiding and encryption. Develop tools, techniques, training and countermeasures for computer and network vulnerabilities, data hiding and encryption. Deter, identify, monitor and investigate computer and network intrusions. Provides expert knowledge in computer and network forensics. Conducts vulnerability assessments. Researches and maintains proficiency in tools, techniques, countermeasures, and trends in computer and network vulnerabilities. Identify, deter, monitor and investigate computer and network intrusions. Requires Bachelor's degree or equivalent and ten to twelve years of related experience with a minimum of four years experience in one or more of the following:computer network penetration testing and techniques; computer evidence seizure, computer forensic analysis, and data recovery; computer intrusion analysis and incident response,intrusion detection; computer network surveillance and monitoring; network protocols,network devices, multiple operating systems,and secure architectures or Master's degree and seven to nine years of related experience. Ability to obtain a security clearance.

Labor Category	Description
Cyber Applications Engineer, Associate	Assists in the selling process to identify, develops, and supports product/service applications. Requires blend of sales, marketing, and technical skills. Interacts with management at customer sites to assess business processes and address product/service needs. Basic involvement in the overall sales process, pre-sales through post-sales support. May participate in sales presentation activities for key prospects and develops and delivers presentations to customer. Requires Bachelor's degree (in technology, engineering or business discipline) or equivalent, and zero to two years related (engineering and/or sales) experience.
Cyber Applications Engineer, Staff	Identifies, develops, and supports product/service applications in the selling process. Requires blend of sales, marketing, and technical skills. Interacts with management at customer site to assess business processes and address product/service needs. Strong involvement in the overall sales process, pre-sales through post-sales support. Assists with sales presentation activities for key prospects and develops and delivers presentations to customer. Requires Bachelor's degree (in technology, engineering or business discipline) or equivalent, and two to four years of related (engineering and/or sales) experience.
Cyber Applications Engineer, Senior	Identifies, assesses, and evaluates moderately complex product/service solutions requiring a blend of strong sales, marketing, and technical skills. Coordinates resolution of product/service issues, upgrades, and problems. Interacts with management at customer site to assess major business processes and address product/service needs. Strong involvement in the overall sales process, pre-sales through post-sales support. Participates in sales presentation activities and develops and delivers presentations to customer's management. Requires Bachelor's degree (in technology or business discipline) or equivalent, and five to seven years of related (engineering and/or sales) experience.
Cyber Applications Engineer, Principal	Strong involvement in the selling process to identify, develop, and support complex product/service solutions requiring a blend of sales and technical expertise. Coordinates resolution of product/service issues, upgrades, and problems. Interacts with top-level management at customer sites to assess major business processes and address product/service needs. Heavily involved in the overall sales process, pre-sales, the closing of sales, and post-sales support. Participates in sales presentation activities for key prospects and develops and delivers presentations to customer's top management. Requires Bachelor's degree (in technology, engineering or business discipline) or equivalent, and seven to nine years of related (engineering and/or sales) experience.

Labor Category	Description
Cyber Applications Systems Analyst/Programmer, Associate	Assists in the research to develop or enhance information systems. Assists in the preparation of specifications from which programs will be written. Designs codes, tests, debugs, documents, and maintain programs. Diagrams information flow, showing source and distribution of all segments, processing elements, channels, and methods of entering corrections, and data retention requirements. Attends on-going training sessions to achieve a higher level of technical skill. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and zero to two years of related work experience.
Cyber Applications Systems Analyst/Programmer, Staff	Formulates and defines system scope and objectives to develop or modify moderately complex problems to develop or enhance information systems. Prepares detailed specifications from which programs will be written. Designs, codes, tests, debugs, documents, and maintains programs. Diagrams information flow, shows source and distribution of all segments, processes elements, channels, and methods of entering corrections, and data retention requirements. Requires Bachelor's degree or equivalent, and two to four years of related work experience.
Cyber Applications Systems Analyst/Programmer, Senior	Formulates and defines system scope and objectives. Establish procedures to solve complex problems regarding system equipment capacity and limitations, operating time and output. Prepare detailed specifications from which programs will be written and design, code, test, debug, and document newly written programs. Diagrams information flow, showing source and distribution of all segments, processing elements, channels, and methods of entering corrections, and data retention requirements. Perform at an advanced technical level on all phases of applications systems analysis and programming activities. May be responsible for the completion of a phase of a project. Provide guidance to less experienced analyst/programmers. Requires Bachelor's degree or equivalent, and five to seven years of related experience.
Cyber Applications Systems Analyst/Programmer, Principal	Formulates and defines system scope and objectives for assigned projects. Establishes procedures to solve complex problems regarding system equipment capacity and limitations, operating time and output. Prepares detailed specifications from which programs will be written and designs, codes, tests, debugs, and documents newly written programs. Diagrams information flow, showing source and distribution of all segments, processing elements, channels, and methods of entering corrections, and data retention requirements. Performs at an advanced technical level and has complete understanding of all phases of applications systems analysis and programming activities. Directs, provides guidance, and monitors the performance of less experienced analyst/programmers. Responsible for quality assurance review of assigned project. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and seven to nine years of related experience.

Labor Category	Description
Cyber Applications Systems Analyst/Programmer, Sr Principal	Formulates and defines system scope and objectives for assigned projects. Establishes procedures to solve complex problems regarding system equipment capacity and limitations, operating time and output. Prepares detailed specifications from which programs will be written. Designs, codes, tests, debugs, and documents newly written programs. Performs at an advanced technical level and has complete understanding of all phases of applications systems analysis and programming activities. Directs, provides guidance, and monitors the performance of less experienced analyst/programmers. Responsible for quality assurance review of assigned project. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and ten to twelve years of related experience.
Cyber Business Systems Analyst, Associate	Assists in developing and defining systems scope and objectives through research combined with a basic understanding of business systems and industry requirements. Interviews personnel from functional user area under study to learn general purpose of systems and information requirements of positions involved in the data flow. Analyzes business and user needs, document requirements, and revises existing system logic difficulties as necessary under direction of more experienced Business System Analyst personnel. Attend on-going training sessions to achieve a higher level of technical skill. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and zero to two years of related experience.
Cyber Business Systems Analyst, Staff	Formulates and defines systems scope and objectives through research combined with a basic understanding of business systems and industry requirements. Develops or modifies procedures to solve moderately complex problems within information systems. Analyzes business and user needs, document requirements, and revise existing system logic difficulties as necessary. Provides guidance to less experienced Business System Analysts. Requires Bachelor's degree or equivalent, and two to four years of related experience.
Cyber Business Systems Analyst, Senior	Formulates and defines systems scope and objectives through user needs and an understanding of business systems and industry requirements. Develops or modifies procedures to solve complex problems within information systems. Analyzes business and user needs, document requirements, and translate into proper system requirement specifications. Provide guidance to less experienced Business System Analysts. Requires Bachelor's degree (in Computer Science or a related field) or equivalent, and five to seven years of related experience.

Labor Category	Description
Cyber Business Systems Analyst, Principal	Provides expertise in the formulation of systems scope and objectives relative to the organization's business plan and industry requirements. Works independently or as a member of a project team responsible for providing technical guidance related to the business implications of the application of various systems. Provides technical consulting on complex projects. Devises and or modifies procedures to solve the most complex technical problems related to computer equipment capacity and limitations, operating time and form of desired results. Creates detailed specifications from which programs will be written. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and seven to nine years of related experience.
Cyber Business Systems Analyst, Senior Principal	Provides expertise in the formulation of systems scope and objectives relative to the organization's business plan and industry requirements. Works independently or as a member of a project team responsible for providing technical guidance related to the business implications of the application of various systems. Provides technical consulting on complex projects. Devises and/or modifies procedures to solve the most complex technical problems related to computer equipment capacity and limitations, operating time and form of desired results. Create detailed specifications from which programs will be written. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and ten to twelve years of related experience.
Cyber Configuration Management Specialist, Associate	Responsible for routine configuration control during the product development phase. May reviews design release documents for completeness, proper approvals and system updates, to ensure correct configuration modifications. Reviews contracts and drafts configuration plans to encompass all specification requirements. Assists in the maintenance of the database. Requires Bachelor's degree or equivalent, and zero to two years of related experience.
Cyber Configuration Management Specialist, Staff	Responsible for advanced configuration control during product development phase. Reviews design release documents for completeness, proper approvals and system updates, to ensure correct configuration modifications. Reviews contracts and drafts configuration plans to encompass all specification requirements. Assists in the maintenance of the database. May also be responsible for contract data submittal and status on smaller projects. Requires Bachelor's degree or equivalent, and two to four years of related experience.
Cyber Configuration Management Specialist, Senior	Designs and establishes management documentation. Authorizes the release of drawings, and software configuration changes specified by management and other functional groups. Provides advice and guidance on methods, procedures, and requirements to individuals responsible for the creation of documentation. Plans and implements methods to improve response. Participates in special studies. May provide work leadership for lower level employees. Under the guidance of a senior level analyst, performs data

Labor Category	Description
	management tasks as required by contract. Requires Bachelor's degree or equivalent, and five to seven years of related experience.
Cyber Configuration Management Specialist, Principal	Designs and establishes management documentation. Authorizes the release of drawings, and software configuration changes specified by management and other functional groups. Provides advice and guidance on methods, procedures, and requirements to individuals responsible for the creation of documentation. Plans and implements methods to improve response. Participates in special studies. Provides work leadership for lower level employees. Performs data management tasks as required by contract. Requires Bachelor's degree or equivalent, and seven to nine years of related experience.
Cyber Configurations/Data Management Analyst Mgr	Establishes and maintains configuration and data management policies and procedures to be utilized by departmental personnel and other participating functions to ensure a standard and cost effective approach to the application of configuration and data management requirements. Organizes and implements the process of evaluating performance against established policies and procedures to ensure hardware and documentation integrity is being maintained at the least cost to the company and programs. Develops departmental operating budgets, productivity goals, and staffing levels. Provides the resources necessary to maintain the integrity of the Bills of Material Subsystem of the Manufacturing database. Requires Bachelor degree or equivalent experience, and ten to twelve years of experience in the application of MIL and DoD requirements and management experience.
Cyber Document Specialist, Associate	Oversees the Document Control (DC) policy system, working closely with technical writing, DC implementation and configuration management staff. Researches and makes recommendations for appropriate hardware and software required for the DC system. Develops and present DC training sessions. Requires Bachelor's degree (Engineering or Technical discipline) or equivalent; zero to two years of related experience.
Cyber Document Specialist, Staff	Oversees the Document Control (DC) policy system, working closely with technical writing, DC implementation and configuration management staff. Research and make recommendations for appropriate hardware and software required for the DC system. Develop and present DC training sessions. Requires Bachelor's degree (in Engineering or related field) and two to four years of related experience.
Cyber Document Specialist, Senior	Oversees the Document Control (DC) policy system, working closely with technical writing, DC implementation and configuration management staff. Researches and makes recommendations for appropriate hardware and software required for the DC system. Develops and presents DC training sessions. Requires Bachelor's degree (in Engineering or Technical field) or equivalent, and five to seven years of related experience.

Labor Category	Description
Cyber Document Specialist, Principal	Oversees the Document Control (DC) policy system, working closely with technical writing, DC implementation and configuration management staff. Researches and makes recommendations for appropriate hardware and software required for the DC system. Develops and presents DC training sessions. Requires Bachelor's degree (in engineering or technical field) or equivalent, and seven to nine years of related experience.
Cyber Functional Analyst, Associate	Analyzes factors and components of systems to recommend and institute changes to increase efficiency. Plan studies of work problems and procedures, such as organizational changes, communication, information flow, integrated production methods, or cost analysis. Performs systematic review of selected functions to determine application and design of systems or models. Prepares models of problem areas in the form of one of several equations. Utilizes mathematical models and management plans. Specifies manipulative and computational methods of formulation and uses data processing for solving equations, programming and processing. Prepares charts and diagrams to assist in problem analysis and submits recommendations for solutions. Writes specification manuals and user documentation for client or user personnel. Assists more senior level Functional Analysts in program design and analysis. Requires Bachelor's Degree in related field or equivalent experience and zero to two years of related experience.
Cyber Functional Analyst, Staff	Analyzes factors and components of systems to recommend and institute changes to increase efficiency. Plan studies of work problems and procedures, such as organizational changes, communication, information flow, integrated production methods, or cost analysis. Translates user requirements into system specifications, configuration management plans, life cycle management, documentation, and integrated logistics support plans and related operational summaries. Recommends improvements of modifications in sequence of operations, equipment utilization and related matters. Examines and analyzes current and contemplated operations for developing, defining, and coordinating user requirements which will satisfy the total program need. Gathers information from users, defines work problems, and designs a system and procedures to resolve problems. Interfaces with the user and participates in and conducts structured walk through. Writes specifications manuals and user documentation for client or user personnel. Assist more senior level Functional Analysts in the design, development, and analysis of logical and physical database design and maintenance. Requires Bachelor's Degree in related field or equivalent experience and two to four years of related experience.

Labor Category	Description
Cyber Functional Analyst, Senior	Analyzes factors and components of systems to recommend and institute changes to increase efficiency. Plan studies of work problems and procedures, such as organizational changes, communication, information flow, integrated production methods, or cost analysis. Recommends improvements of modifications in sequence of operations, equipment utilization and related matters. Examines and analyzes current and contemplated operations for developing, defining, and coordinating user requirements which will satisfy the total program need. Translates user requirements into system specifications, configuration management plans, life cycle management documentation, and integrated logistics support plans and related operational summaries. Writes specifications manuals and user documentation for client or user personnel. Gathers information from users, defines work problems, and designs a system and procedures to resolve problems. May supervise and provide technical direction to lower level staff. Requires Bachelor's Degree in related field or equivalent and five to seven years of related experience.
Cyber Functional Analyst, Principal	Oversees the analysis of problems in terms of management information and conceptualizes proposals that afford maximum probability of profit or effectiveness in relation to cost or risk. Performs advanced and complex systematic reviews of selected functions to determine application and design of systems or models. Participates in various testing functions (i.e. string and acceptance tests) to verify that results are correct. Develops and updates functional or operating manuals outlining established methods of performing work in accordance with organizational policy. Trains clients or user personnel in the operation and capabilities of proposed models. Provides functional guidance on more complex projects. Requires Bachelor's Degree in related field or equivalent experience and seven to nine years of related experience.
Cyber Functional Analyst, Senior Principal	Serves as a company expert and oversees the analysis of the most complex problems in terms of management information and conceptualizes proposals that afford maximum probability of profit or effectiveness in relation to cost or risk. Performs very advanced and complex systematic reviews of selected functions to determine application and design of systems or models. Participates in various testing functions (i.e. string and acceptance tests) to verify that results are correct. Develops and updates functional or operating manuals outlining established methods of performing work in accordance with organizational policy. Trains clients or user personnel in the operation and capabilities of proposed models. Provides functional guidance on more complex projects. Requires Bachelor's Degree in related field or equivalent experience and ten to twelve years of related experience or Master's degree and seven to nine years of related experience.

Labor Category	Description
Cyber Hardware Engineer, Associate	Evaluates reliability of materials, properties and techniques used in production; plans, designs and develops electronic parts, components, integrated circuitry, mechanical systems, equipment and packaging, optical systems and/or DSP systems. Under direct supervision, designs and develops simple equipment, processes and systems that involve data networks, communications, and display. Analyzes equipment specifications and process requirements to conceive a practical design. Based on limited technical knowledge of assigned product line, few technical decisions are made. May prepare related installation guides and instructions. Requires Bachelor's degree in engineering or applied science, or equivalent and zero to two years of experience.
Cyber Hardware Engineer, Staff	Evaluates reliability of materials, properties and techniques used in production; plans, designs and develops electronic parts, components, integrated circuitry, mechanical systems, equipment and packaging, optical systems and/or DSP systems. Under general supervision, designs and develops equipment, processes and systems that involve data networks, communications, and display. Analyzes equipment specifications and process requirements to conceive a practical design. Meets with research engineers or scientists and customer representatives to resolve design problems. Based on extensive technical knowledge of assigned product line, develops solutions for design problems. Prepares related installation guides and instructions. Requires Bachelor's degree in engineering or applied science, or equivalent and two to four years of experience.
Cyber Hardware Engineer, Senior	Evaluates reliability of materials, properties and techniques used in production; plans, designs and develops electronic parts, components, integrated circuitry, mechanical systems, equipment and packaging, optical systems and/or DSP systems. Under general direction, designs and develops equipment, processes and systems that involve data networks, communications, and display. Analyzes equipment specifications and process requirements to conceive a practical design. Determines feasibility from technical and economic perspectives. Coordinates and consults with research engineers or scientists and customer representatives to resolve design problems. Develops and maintains technical procedures, documentation and manuals. Compiles and analyzes operational data and directs tests to establish standard for new designs or modifications to existing equipment, systems, or processes. May supervise the work of technicians and technologists who provide technical support. Requires Bachelor's degree in engineering or applied science, or equivalent and five to seven years of experience.

Labor Category	Description
Cyber Hardware Engineer, Principal	Evaluates reliability of materials, properties and techniques used in production; plans, designs and develops electronic parts, components, integrated circuitry, mechanical systems, equipment and packaging, optical systems and/or DSP systems. Under general direction, designs and develops equipment, processes and systems that involve data networks, communications, and display. Analyzes equipment specifications and process requirements to conceive a practical design. Determines feasibility from technical and economic perspectives. Coordinates and consults with research engineers or scientists and customer representatives to resolve design problems. Develops and maintains technical procedures, documentation and manuals. Compiles and analyzes operational data and directs tests to establish standard for new designs or modifications to existing equipment, systems, or processes. May supervise technical support staff. Requires Bachelor's degree in engineering or applied science, or equivalent and seven to nine years of related experience.
Cyber Hardware Engineer, Senior Principal	Evaluates reliability of materials, properties and techniques used in production; plans, designs and develops electronic parts, components, integrated circuitry, mechanical systems, equipment and packaging, optical systems and/or DSP systems. Serves as lead engineer, designs and develops equipment, processes and systems that involve data networks, communications, and display. Analyzes equipment specifications and process requirements to conceive a practical design. Determines feasibility from technical and economic perspectives. Coordinates and consults with research engineers or scientists and customer representatives to resolve design problems. Develops and maintains technical procedures, documentation and manuals. Compiles and analyzes operational data and directs tests to establish standard for new designs or modifications to existing equipment, systems, or processes. May supervise the work of technicians and technologists who provide technical support. Requires Bachelor's degree in engineering or applied science, or equivalent and ten to twelve years of experience.
Cyber Hardware Engineering Manager	Manages a work group composed of eight to ten design engineers engaged in a variety of hardware engineering activities. Has responsibility for all phases of project planning and control including schedules, budgets, resource allocation, and results. Decisions are not usually subject to review. Performance is evaluated based on adherence to time schedules, budgets, soundness of approach, and general effectiveness. Requires Bachelor’s degree (in a related field) or equivalent, and ten to twelve years of related (engineering and management) experience or Master’s degree (in Technology or Math) and seven to nine years of related experience.

Labor Category	Description
Cyber Information Security Engineer, Associate	Defines, plans, designs, and evaluates information security systems. Assesses architecture and current hardware limitations, defines and designs system specifications, input/output processes and working parameters for hardware/software compatibility. Experience with information networks design, operation, equipment. Interest/aptitude for information security work. Works under of direction of more experienced information security engineer. Requires Bachelor's degree in related discipline (engineering, computer science or related discipline) and zero to two of related experience.
Cyber Information Security Engineer, Staff	Defines, plans, designs, and evaluates information security systems. Assesses architecture and current hardware limitations, defines and designs system specifications, input/output processes and working parameters for hardware/software compatibility. Basic familiarity with information network elements – routers, firewalls, etc. Ability to apply technical knowledge to information security designs. Designs and conducts tests of designs and architectures. Requires Bachelor's degree in (field mathematics, telecommunications, electrical engineering, computer engineering, computer science) or related discipline, and two to four years' related experience.
Cyber Information Security Engineer, Senior	Defines, plans, designs, and evaluates information security system. Assesses architecture and current hardware limitations, defines and designs system specifications, input/output processes and working parameters for hardware/software compatibility. Designs and conducts tests of designs and architectures. Leads and guides less experienced engineers. Capable of independent management of projects. Requires Bachelor's degree (in field mathematics, telecommunications, electrical engineering, computer engineering, computer science) or equivalent and five to seven years experience with information networks and the security aspects.
Cyber Information Security Engineer, Principal	Defines, plans, designs, and evaluates information security systems. Assesses architecture and current hardware limitations, defines and designs system specifications, input/output processes and working parameters for hardware/software compatibility.Performs a variety of complex tasks associated with information security ranging from the design of security components to complex architectures. Supervises the work of other engineers performing a variety of information security tasks. Capable of independent program supervision. Requires Bachelor's degree (in field mathematics, telecommunications, electrical engineering, computer engineering, computer science) or equivalent and seven to nine years related experience.

Labor Category	Description
Cyber Information Security Engineer, Sr Principal	Defines, plans, designs, and evaluates information security systems. Assesses architecture and current hardware limitations, defines and designs system specifications, input/output processes and working parameters for hardware/software compatibility. Provides expert level consultation and technical services on all aspects of Information Security. Manages large-scale programs of national or international scope. Maintains senior affiliations with national and international organizations associated with information security. Requires Bachelor's degree or equivalent and ten to twelve years related experience or Master's degree with seven to nine years of experience field mathematics, telecommunications, electrical engineering, computer engineering, computer science.
Cyber Information Security Specialist, Associate	Knowledge of information system administration and information network software/hardware including firewalls and intrusion detection systems. Basic familiarity with information security procedures. Safeguards network against unauthorized infiltration, modification, destruction or disclosure. May research, evaluate, test, recommends communicate and implement new security software or devices. Implements, enforces, communicates and develops security policies or plans for data, software applications, hardware, and telecommunications. Provides information to management regarding the negative impact caused by theft, destruction, alteration or denial of access to information. Requires Bachelor's degree in related discipline (engineering, computer science or related discipline) and zero to two of related experience.
Cyber Information Security Specialist, Staff	Knowledge and experience with information network security equipment. Understanding of information network threats such as computer viruses. Tests and operates firewalls, intrusion detection systems, enterprise anti-virus systems and software deployment tools. Safeguards the network against unauthorized infiltration, modification, destruction or disclosure. May research, evaluate, test, recommends communicate and implement new security software or devices. Implements, enforces, communicates and develops security policies or plans for data, software applications, hardware, and telecommunications. Provides information to management regarding the negative impact caused by theft, destruction, alteration or denial of access to information. Provides recommendations on information assurance engineering standards, implementation dependencies, and changing information assurance related technologies.Requires Bachelor's degree in (field mathematics, telecommunications, electrical engineering, computer engineering, computer science) or related discipline, and two to four years' related experience or Certification in systems administrator, network certification, etc. six to eight years of experience.

Labor Category	Description
Cyber Information Security Specialist, Senior	Manages the company's firewalls and intrusion detection systems. Develops, tests, and operates firewalls, intrusion detection systems, enterprise anti-virus systems and software deployment tools. Safeguards the network against unauthorized infiltration, modification, destruction or disclosure. May research, evaluate, test, recommends communicate and implement new security software or devices. Implements, enforces, communicates and develops security policies or plans for data, software applications, hardware, and telecommunications. Provides information to management regarding the negative impact caused by theft, destruction, alteration or denial of access to information. Provides recommendations on information assurance engineering standards, implementation dependencies, and changing information assurance related technologies. Manages the company's firewalls and intrusion detection systems. Develops, tests, and operates firewalls, intrusion detection systems, enterprise anti-virus systems and software deployment tools. Safeguards the network against unauthorized infiltration, modification, destruction or disclosure. Researches, evaluates, tests, recommends communicate and implement new security software or devices. Implements, enforces, communicates and develops security policies or plans for data, software applications, hardware, and telecommunications. Provides information to management on the negative impact caused by theft, destruction, alteration or denial of access to information. Provides recommendations on information assurance engineering standards, implementation dependencies, and changing information assurance related technologies. May supervise lower level staff. Requires Bachelor's degree or equivalent and five to seven years related experience.
Cyber Information Security Specialist, Principal	Manages extensive evaluations of major information security networks, prepares evaluation reports, presents recommendations. Conducts trade off analyses of products for clients to determine optimal informant security solutions. Provides consulting services on a wide variety of information assurance topics. Prepares remedial options and supervise correction of information security shortfalls. Works independently in expert role at customer site. Requires Bachelor's degree or equivalent and seven to nine years of directly related experience.
Cyber Information Security Specialist, Sr Principal	Functions as expert consultant in all aspects of information security. Prepares in-depth studies and analyses. Manages major information security efforts. Maintains affiliation with national/international organizations. Functions on broad scope programs of national/international basis. Capable of fully independent work in support of a customer either on site or of-site. Requires Bachelor's degree or equivalent and ten to twelve years related experience or Master's degree with seven to nine years of experience field mathematics, telecommunications, electrical engineering, computer engineering, computer science.

Labor Category	Description
Cyber Information Technology Manager	Analyzes complex local and wide area network systems, including planning, designing, evaluating, selecting operating systems and protocol suites and configuring communication media with concentrators, bridges, and other devices. Resolves difficult inter-operability problems to obtain operation across all platforms, including e-mail, files transfer, multimedia, teleconferencing and the like. Configures systems to user environments. Supports acquisition of hardware and software as well as subcontractor services. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and ten to twelve years of related (progressively responsible network systems engineering) experience and management experience. Master's degree in Computer Science preferred.
Cyber Information Technology Scientist	Analyzes complex local and wide area network systems, including planning, designing, evaluating, selecting operating systems and protocol suites and configuring communication media with concentrators, bridges, and other devices. Resolves difficult inter-operability problems to obtain operation across all platforms, including e-mail, files transfer, multimedia, teleconferencing and the like. Configures systems to user environments. Supports acquisition of hardware and software as well as subcontractor services. Serves as manager or industry-recognized expert. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and twelve to fifteen years of related (progressively responsible network systems engineering) experience and management experience or Master's degree in Computer Science with nine to eleven years of related experience.
Cyber Information Technology Senior Scientist	Directs all aspects of the local and wide area network systems, including planning, designing, evaluating, selecting operating systems and protocol suites and configuring communication media with concentrators, bridges, and other devices. Resolves difficult and complex inter-operability problems to obtain operation across all platforms, including e-mail, files transfer, multimedia, teleconferencing and the like. Analyzes and configures systems to user environments. Supports acquisition of hardware and software as well as subcontractor services. Serves as in-house and industry recognized expert. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and sixteen plus years of related network systems engineering experience. Master's degree in Computer Science preferred.
Cyber Information Technology Supervisor	Responsible for the supervision and direction of a group of Information Systems professionals. Coordinates the activities of the group to meet objectives, deadlines, budgets, and coordinate/resolve customer requests. Serves as the technical specialist for the area of assigned responsibility, provides training and guidance of assigned staff. Requires Bachelor's degree (in a technical discipline) or equivalent, and seven to nine years of related experience.

Labor Category	Description
Cyber LAN/WAN Engineer, Associate	Performs as entry level engineer in some of the following area: local and wide area networking, communications, and related software/hardware within a multi-platform operating environment. Works in integration of a total network including the planning, design, installation, maintenance, management, and coordination of the corporate LAN/WAN. Learns in areas of technological developments and applications. Recommend network security and policies. May work with Voice and/or Data Communications Analyst. Requires Bachelor degree or equivalent in Computer Science or a related field, and zero to two years of relevant experience.
Cyber LAN/WAN Engineer, Staff	Perform as mid-level contributor with knowledge and experience in local and wide area networking, communications, and related software/hardware within a multi-platform operating environment. Responsible for the integration of a network including assisting in the planning, design, installation, maintenance, management, and coordination of the corporate LAN/WAN. Current on most technological developments and applications, and helps to evaluate vendor products to make recommendations for purchase. May work with Voice and/or Data. Requires Bachelor degree or equivalent (Computer Science or a related field), and two to four years of relevant experience.
Cyber LAN/WAN Engineer, Senior	Perform as a senior technical participant with knowledge and experience in local and wide area networking, communications, and related software/hardware within a multi-platform operating environment. Responsible for the integration of a total network including the planning, design, installation, maintenance, management, and coordination of the corporate LAN/WAN. Current on technological developments and applications, and evaluate vendor products to make recommendations for purchase. Recommend network security and policies. May work with Voice and/or Data Communications Analyst. Requires Bachelor's degree or equivalent in Computer Science or a related field, and five to seven years of relevant experience are required.
Cyber LAN/WAN Engineer, Principal	Perform as a technical expert with advanced knowledge and experience in local and wide area networking, communications, and related software/hardware within a multi-platform operating environment. Responsible for the overall integration of a total network including the planning, design, installation, maintenance, management, and coordination of the corporate LAN/WAN. Current on technological developments and applications, and evaluate vendor products to make recommendations for purchase. Recommend network security and policies. May work with Voice and/or Data Communications Analyst. Requires Bachelor's degree or equivalent in Computer Science or a related field, and seven to nine years of relevant experience are required.

Labor Category	Description
Cyber LAN/WAN Engineer, Senior Principal	Perform as the most senior technical expert with advanced knowledge and experience in local and wide area networking, communications, and related software/hardware within a multi-platform operating environment. Responsible for the overall integration of a total network including the planning, design, installation, maintenance, management, and coordination of the corporate LAN/WAN. Current on technological developments and applications, and evaluate vendor products to make recommendations for purchase. Recommend network security and policies. May work with Voice and/or Data Communications Analyst. Requires Bachelor's degree or equivalent in Computer Science or a related field, and ten to twelve years of related experience.
Cyber Network Administrator, Associate	Designs, installs, maintain and coordinate the use of the network system. Evaluates hardware, software and peripheral equipment. Manages network performance to maintain high quality transmission service on the network. Maintains, create/deletes user accounts, maintains and updates system security plans on all platforms. Implements and coordinates network policies, procedures and standards. Enforces security procedures. Supervises and schedules the network technician staff and trains users. Performs other duties as assigned which may require specific physical abilities.Requires Bachelor's degree (in Computer Science or related field) or equivalent, and zero to two years of related experience.
Cyber Network Administrator, Staff	Designs, installs, maintain and coordinate the use of the network system. Evaluates hardware and software and peripheral equipment for simple networks. Manages network performance. Troubleshoots and resolves problems to ensure quality transmission service on the network. Maintains, creates/deletes user accounts, maintains and updates system security plans on most platforms. Administers network policies, procedures and standards. Enforces security procedures. Performs other duties as assigned which may require specific physical abilities.Requires Bachelor's degree (in Computer Science or Management Information Systems) or equivalent, and two to four years of related (data center environment) experience.
Cyber Network Administrator, Senior	Designs, installs, maintains and coordinates the use of the network system. Evaluates hardware and software and peripheral equipment for large, complex networks. Manages network performance. Troubleshoots and resolves complex problems to ensure quality transmission service on the network. Maintains user accounts, maintains and updates system security plans on all platforms. Implements and coordinates network policies, procedures and standards. Enforces security procedures. May supervise and schedule the Network Technician staff and trains users. Performs other duties as assigned which may require specific physical abilities.Requires Bachelor's degree (in Computer Science or

Labor Category	Description
	Management Information Systems) or equivalent, and five to seven years of related (data center environment) experience.
Cyber Network Administrator, Principal	Serves as in-house expert to design, install, maintain and coordinate the use of the network system. Evaluates complex hardware and software and peripheral equipment for large, complex networks. Manages network performance. Troubleshoots and resolves complex problems to ensure quality transmission service on the network. Manages and maintains, create/deletes user accounts, maintains and updates system security plans on all platforms. Implements and manages network policies, procedures and standards. Enforces security procedures. Supervises and schedules the Network Technician staff and trains users. Performs other duties as assigned which may require specific physical abilities.Requires Bachelor's degree (in Computer Science or Management Information Systems) or equivalent, and seven to nine years of related (data center environment) experience.
Cyber Network Administrator, Senior Principal	As a recognized industry expert manages the company's designs, installation, and maintains and coordinates the use of the network system. Evaluates complex hardware and software and peripheral equipment for large, complex networks. Manages network performance. Troubleshoots and resolves complex problems to ensure quality transmission service on the network. Manages and maintains, create/deletes user accounts, maintains and updates system security plans on all platforms. Implements and manages network policies, procedures and standards. Enforces security procedures. Manages and schedules the Network Technician staff and develops the training for users. Requires Bachelor's degree (in Computer Science or Management Information Systems) or equivalent, and ten to twelve years of related (data center environment) experience.
Cyber Network Engineer, Associate	Evaluates, designs, documents, installs, implements, tests, and performs problem isolation and resolution. Monitors, tunes, sets standards and maintain a range of computer network components and systems. Performs these functions across a limited range of network facilities including some, but not all, physical media, protocol stacks, hubs, routers, bridges, gateways, digital servers, line drivers, telecommunications transport facilities, mainframe VTAM, NCP and related software and hardware, and network management components. Utilizes monitoring, performance analysis, network management, software and hardware equipment to troubleshoot and isolate problems, gauge network performance, and trace data and protocol activity. Requires Bachelor's degree (in Computer Science, Math or Engineering) or equivalent, and zero to two years of related experience.

Labor Category	Description
Cyber Network Engineer, Staff	Evaluates, designs, documents, installs, implements, tests, performs problem isolation and resolution. Monitors, tunes, sets standards and maintain a range of computer network components and systems. Performs these functions across most of the network facilities including physical media, protocol stacks, hubs, routers, bridges, gateways, digital servers, line drivers, telecommunications transport facilities, mainframe VTAM, NCP and related software and hardware, and network management components. Provides client consulting and training on the interfacing and use of the network facilities. Begins to plan research, evaluate, and recommend new computer network equipment and technologies. Utilizes monitoring, performance analysis, network management, software and hardware equipment to troubleshoot and isolate problems, gauge network performance, and trace data and protocol activity. Devises solutions to moderately complex operational problems within the capacity and operational limitations of installed equipment. Requires Bachelor's degree (in Computer Science, Math or Engineering) or equivalent, and two to four years of related experience.
Cyber Network Engineer, Senior	Evaluates, designs, documents, installs, implements, tests, performs problem isolation and resolution, monitors, tunes, and sets standards. Maintains a complex range of computer network components and systems. Performs these functions across a wide range of network facilities including physical media, protocol stacks, hubs, routers, bridges, gateways, digital servers, line drivers, telecommunications transport facilities, mainframe VTAM, NCP and related software and hardware, and network management components. Provides client consulting and training on the interfacing and use of the network facilities. Plans and coordinates computer network initiatives. Researches, evaluates, and recommends new computer network equipment and technologies. Utilizes monitoring, performance analysis, network management, software and hardware equipment to trouble shoot and isolate problems, gauge network performance, and trace data and protocol activity. Devises solutions to operational problems within the capacity and operational limitations of installed equipment. Develops and executes contingency plans for network software and hardware failures including isolated and major outages. Provides internal consulting, technical guidance, information and support to application developers, computer operations, workstation support, company management and departmental clients. Requires Bachelor's degree in (Computer Science, Math or Engineering) or equivalent, and five to seven years of related experience.

Labor Category	Description
Cyber Network Engineer, Principal	Evaluates, designs, documents, installs, implements, tests, performs problem isolation and resolution, monitors, tunes, and sets standards. Maintains a complex range of computer network components and systems. Performs these functions across a wide range of network facilities to include: physical media, protocol stacks, hubs, routers, bridges, gateways, digital servers, line drivers, telecommunications transport facilities, mainframe VTAM, NCP (related software/hardware) and network management components. Provides client consulting and training on the interfacing and use of the network facilities. Plans and coordinates major computer network initiatives. Researches, evaluates, and recommends new computer network equipment and technologies. Utilizes monitoring, performance analysis, network management, software and hardware equipment to trouble shoot and isolate problems, gauge network performance, and trace data and protocol activity. Devises solutions to complex operational problems within the capacity and operational limitations of installed equipment. Develops and executes contingency plans for network software and hardware failures including isolated and major outages. Provides internal consulting, technical guidance, information and support to application developers, computer operations, workstation support, company management and departmental clients. Assists in internal training programs. Requires Bachelor's degree (in Computer Science, Engineering, Economics or Math) or equivalent, and seven to nine years of related telecommunication analysis experience.
Cyber Network Engineer, Senior Principal	Evaluates, designs, documents, installs, implements, tests, performs problem isolation and resolution, monitors, tunes, and sets standards. Maintains a complex range of computer network components and systems. Performs these functions across a wide range of network facilities including physical media, protocol stacks, hubs, routers, bridges, gateways, digital servers, line drivers, telecommunications transport facilities, mainframe VTAM, NCP and related software/hardware, and network management components. Provides client consulting and training on the interfacing and use of the network facilities. Plans and coordinates major computer network initiatives. Researches, evaluates, and recommends new computer network equipment and technologies. Utilizes monitoring, performance analysis, network management, software and hardware equipment to trouble shoot and isolate problems, gauge network performance, and trace data and protocol activity. Devises solutions to complex operational problems within the capacity and operational limitations of installed equipment. Develops and executes contingency plans for network software and hardware failures including isolated and major outages. Provides internal consulting, technical guidance, information and support to application developers, computer operations, workstation support, company management and departmental clients. Assists in internal training programs. Requires Bachelor's degree (in Computer

Labor Category	Description
	Science, Engineering, Economics or Math) or equivalent, and ten to twelve years of related telecommunication analysis experience.
Cyber Network Engineering Senior Manager	Oversees the Network Engineering activities. Reviews and prioritizes network needs and analyzes project costs and feasibility. Develops network analysis standards and methodology consistent with technical requirements. Schedules staff to obtain proper response in a timely manner. Reviews recommendations for network improvement. Requires Bachelor's degree or equivalent and twelve to fifteen years of experience or Master's degree in related field and nine to eleven years of experience, including seven to nine years of management experience.
Cyber Program Control Analyst, Associate	Assists in providing on-site project management/administrative support and coordination to a complex contract, project task(s) or business unit. Duties may include contract accounting and reporting, project schedule focus to management, tracking annual fiscal plans and monthly updates, payroll/personnel processing, maintenance and reporting, contract administration, purchasing, facility leasing and service administration. Maintains contract budgets, prepares contract billing, estimates materials, equipment, production costs and delivery schedules. Oversees personnel records, facility administration and purchases equipment and supplies. Requires Bachelor's degree (in Business Administration) or equivalent, and zero to two years of related (project support or management) experience.
Cyber Program Control Analyst, Staff	Provides on-site project management/administrative support and coordination to a complex contract, project, task(s) or business unit. Duties may include contract accounting and reporting, project schedule focus to management, tracking annual fiscal plans and monthly updates, payroll/personnel processing, maintenance and reporting, contract administration, purchasing, facility leasing and service administration. Maintains contract budgets, prepares contract-billing, estimates materials, equipment, production costs and delivery schedules. Oversees personnel records, facility administration and purchases equipment and supplies. Requires Bachelor's degree (in Business Administration) or equivalent, and two to four years of related (project support or management) experience.
Cyber Program Control Analyst, Senior	Provides senior level on-site project management/administrative support and coordination to a complex contract, project, task(s) or business unit. Duties may include contract accounting and reporting, project schedule focus to management, tracking annual fiscal plans and monthly updates, payroll/personnel processing, maintenance and reporting, contract administration, purchasing, facility leasing and service administration. Maintains contract budgets, prepares contract-billing, estimates materials, equipment, production costs and delivery schedules. Oversees personnel records, facility administration and purchases equipment and supplies. Requires Bachelor's degree (in Business Administration)

Labor Category	Description
	or equivalent, and five to seven years of related (project support or management) experience.
Cyber Program Control Analyst, Lead	Provides senior level on-site project management/administrative support and coordination to a complex contract, project, task(s) or business unit. Duties may include contract accounting and reporting, payroll/personnel processing, project schedule focus to management, tracking annual fiscal plans and monthly updates, maintenance and reporting, contract administration, purchasing, facility leasing and service administration. Maintains contract budgets, prepares contract-billing, estimates materials, equipment, production costs and delivery schedules. Oversees personnel records, facility administration and purchases equipment and supplies. Requires Bachelor's degree (in Business Administration) or equivalent, and seven to nine years of related (project management) experience.
Cyber Program Control Manager	Manages assigned group of Program Control Analysts who provide on-site administrative support and coordination to various contract(s), project(s), task(s) or business unit (s). Duties may include the management of contract accounting and reporting, payroll/personnel processing, maintenance and reporting, contract administration, purchasing, facility leasing and service administration. Maintains contract budgets, prepares contract billing, estimates materials, equipment, production costs and delivery schedules. Oversees personnel records, facility administration and purchases equipment and supplies. Participates in introducing the Company operating standards, Plans objectives and goals for staff and selects and trains new employees. Requires Bachelor's degree (in Business Administration) or equivalent, and ten to twelve years of related (project support and supervisory/management) experience.
Cyber Security Engineer, Associate	Monitors, evaluates, and maintains systems and procedures to protect the data systems and databases from unauthorized users. Identifies potential threats and responds to reported security violations. Determines causes of security breaches. Researches, recommends, and implements changes to procedures to protect data from future violations. Assist in educating users on security procedures. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and zero to two years of related experience.
Cyber Security Engineer, Staff	Monitors, evaluates, and maintains systems and procedures to protect the data systems and databases from unauthorized users. Identifies potential threats and responds to reported security violations. Determines causes of security breaches. Researches, recommends, and implements changes to procedures to protect data from future violations. Assists in educating users on security procedures. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and two to four years of related experience.

Labor Category	Description
Cyber Security Engineer, Senior	Monitors, evaluates, and maintains systems and procedures to protect the data systems and databases from unauthorized users. Identifies potential threats and responds to reported security violations. Determines causes of security breaches. Researches, recommends, and implements changes to procedures to protect data from future violations. Assists in educating users on security procedures. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and five to seven years of related work experience.
Cyber Security Engineer, Principal	Monitors, evaluates, and maintains systems and procedures to protect the data systems and databases from unauthorized users. Identifies potential threats and respond to reported security violations. Determines causes of security breaches. Researches, recommends, and implements changes to procedures to protect data from future violations. May train and develop subordinates through varied project assignments. Assists in educating users on security procedures. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and seven to nine years of related experience.
Cyber Security Engineer, Sr Principal	Serves as a company expert in monitoring, evaluating, and maintaining systems and procedures to protect the data systems and databases from unauthorized users. Identifies potential threats and responds to reported security violations. Determines causes of security breaches. Researches, recommends, and implements changes to procedures to protect data from future violations. Educates users on security procedures. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and ten to twelve years of related experience.
Cyber Software Developer, Associate	Performs maintenance on existing software products. Assists in coding, testing, and debugging new software or making enhancements to existing software. Writes programs according to specifications from higher-level personnel. Suggests solutions for problems or software enhancements. May assist in the development of user manuals and work with technical staff to learn and understand problems with software. Attends on-going training sessions to achieve a higher level of technical skill. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and zero to two years of related work experience.
Cyber Software Developer, Staff	Develops, codes, tests, and debugs new software or enhancements to existing software. Possesses a good understanding of business applications. Works with technical staff to understand and resolve software problems, resolves customer complaints with software and responds to suggestions for software modifications or enhancements. May be involved in the development of software user manuals and demonstrate software. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and two to four years of related experience.

Labor Category	Description
Cyber Software Developer, Senior	Performs as a technical expert in the design development, coding, testing, and debugging new software or complex enhancements to existing software. Works with technical staff to understand and to develop resolution of software problems. Resolves customer complaints with software and respond to suggestions for software modifications or enhancements. Participates in the development of software user manuals. Assists in the training of less experienced software development staff and may act as a team leader on less complex projects. Requires Bachelor's degree (in Computer Science or related field) or equivalent and five to seven years of related experience.
Cyber Software Developer, Principal	Performs as the technical expert with thorough understanding of the business application of an assigned project. Performs as a project lead with the responsibility for the instruction, assigning, direction, and monitoring of the performance of assigned software developers working on a specific project. Assists in the scheduling and coordinating of projects and may be involved in the design phase of a project. Works with customers and technical staff in the resolution of software problems and respond to suggestions for software modifications or enhancements. Participates in the development of software user manuals. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and seven to nine years of related experience.
Cyber Software Developer, Senior Principal	As a senior staff member, performs as the technical expert with thorough understanding of the business application of an assigned project. Perform as a project lead with the responsibility for the instruction, assigning, direction, and monitoring of the performance of assigned software developers working on a specific project. Assist in the scheduling and coordinating of projects and may be involved in the design phase of a project. Work with customers and technical staff in the resolution of software problems and respond to suggestions for software modifications or enhancements. Participate in the development of software user manuals. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and ten to twelve years of related experience.
Cyber Software Engineer, Associate	Assists in designing, developing, troubleshooting, and analyzing software programs for computer-based systems. Assists in evaluating/determining user needs with the maintenance of single-product models and subsystems. Performs routine systems modeling, simulation, and analysis. Designs and develops compilers, assemblers, utility programs, and operating systems. As required, provides inputs for documentation of new or existing programs. Primarily interfaces with intra-organizational staff with infrequent contact with inter-organizational staff and outside customers and vendors on routine matters. Requires Bachelor's degree (in Engineering, Computer Science or related field) or equivalent, and zero to two years of related experience.

Labor Category	Description
Cyber Software Engineer, Staff	Designs, develops, troubleshoots, and analyzes software programs for computer based systems. Performs systems modeling, simulation, and analysis. Designs and develops compilers, assemblers, utility programs, and operating systems. As required, provides inputs for documentation of new or existing programs. Primarily interfaces with intra-organizational staff with infrequent contact with inter-organizational staff and outside customers and vendors on routine matters. Requires Bachelor's degree (in Engineering, Computer Science or related field) or equivalent, and two to four years of related experience.
Cyber Software Engineer, Senior	Performs subsystem definition, preliminary and detailed design, design implementation, subsystem and system integration, and tests for a subsystem. Participates in software requirements review, preliminary and critical design reviews, integration readiness review, and software acceptance reviews. Researches problems discovered by quality assurance or product support and develops solutions to the problems. Supports proposal efforts. Frequent inter-organizational and outside customer contacts. Represents the organization in providing solutions to difficult technical problems associated with specific projects. Requires Bachelor's degree (in Engineering, Computer Science or related field) or equivalent, and five to seven years of related work experience.
Cyber Software Engineer, Principal	Performs system and subsystem definition, preliminary and detailed design, design implementation, and subsystem and system integration and tests for a system. Participates in software requirement review, preliminary and critical design, integration readiness review, and software acceptance review. Acts as technical lead for pre-proposal, proposal, and existing program efforts. Involvement in business development includes briefing customers on company capabilities. Supports program management office in technical role. Represents the organization as the prime customer contact on contracts or projects. May research the marketing requirements for a product, including target environment, performance criteria, and competitive issues. Interacts with senior customer personnel on significant technical matters, often requiring coordinated activity across organizational lines. May provide technical guidance to lower level software engineers. Requires Bachelor's degree (in Engineering, Computer Science or related field) or equivalent, and seven to nine years of related experience.

Labor Category	Description
Cyber Software Engineer, Sr Principal	Serves as a company expert in performing system and subsystem definition, preliminary and detailed design, design implementation, and subsystem and system integration and tests for a system. Participates in software requirement review, preliminary and critical design, integration readiness review, and software acceptance review. Acts as technical lead for pre-proposal, proposal, and existing program efforts. Involvement in business development includes briefing customers on company capabilities. Supports program management office in technical role. Represents the organization as the prime customer contact on contracts or projects. Interacts with senior customer personnel on significant technical matters, often requiring coordinated activity across organizational lines. Requires Bachelor's degree (in Engineering, Computer Science or related field) or equivalent, and ten to twelve years of related experience.
Cyber Software QA Specialist, Associate	Executes test scripts to ensure that quality software is provided for release to production. May also write, create, and modify test scripts to certify system changes, under close supervision. Reviews requirements, specifications and documentation to gain a thorough understanding of the programs and processes to be certified. Provides or validates estimates for assigned tasks. Develops test control databases. Maintains test databases and ensures their integrity and currency. Distributes test data from control database to development staff to satisfy adequate unit testing. Assists with configuration management tasks on a project (test scripts, source code control, coordination of requirement changes) as required. May write trace-ability matrices and test reports. May perform minor program changes or develop software programs as required. Requires Bachelor's degree or equivalent, and zero to two years of related experience.
Cyber Software QA Specialist, Staff	Executes test scripts to ensure that quality software is provided for release to production. May write test scripts. Reviews requirements, specifications and documentation to gain a thorough understanding of the programs and processes to be certified. Provides or validates estimates for assigned tasks. Under moderate supervision, creates and modifies test scripts to certify system changes. Develops test control databases. Maintains test databases and ensures their integrity and currency. Distributes test data from control database to development staff to satisfy adequate unit testing. Assists with configuration management tasks on a project (test scripts, source code control, coordination of requirement changes) as required. Releases completed projects into production. May write trace-ability matrices and test reports. May perform minor program changes or develop software programs as required. Requires Bachelor's degree or equivalent, and two to four years of related experience.

Labor Category	Description
Cyber Software QA Specialist, Senior	Ensures that quality software is provided for release to production by independently executing test scripts. Writes test scripts. Reviews requirements, specifications and documentation to gain a thorough understanding of the programs and processes to be certified. Provides or validates estimates for assigned tasks. Creates and modifies test scripts to certify system changes. Develops test control databases. Maintains test databases and ensures their integrity and currency. Distributes test data from control database to development staff to satisfy adequate unit testing. Assists with configuration management tasks on a project (test scripts, source code control, coordination of requirement changes) as required. Releases completed projects into production. May write trace-ability matrices and test reports. May perform program changes or develop software programs as required. Requires Bachelor's degree or equivalent, and five to seven years of related experience.
Cyber Software QA Specialist, Principal	Executes test scripts to ensure that quality software is provided for release to production. Develops test scripts. Reviews requirements, specifications and documentation to gain a thorough understanding of the programs and processes to be certified. Provides or validates estimates for assigned tasks. Creates and modifies test scripts to certify system changes. Develops test control databases. Maintains test databases and ensures their integrity and currency. Distributes test data from control database to development staff to satisfy adequate unit testing. Assists in developing the configuration management tasks on a project (test scripts, source code control, coordination of requirement changes) as required. Releases completed projects into production. Writes trace-ability matrices and test reports. Performs major program changes or develops software programs. Requires Bachelor's degree or equivalent, and seven to nine years of related experience.
Cyber Software QA Specialist, Sr Principal	Ensures that quality software is provided for release to production by independently executing test scripts. May supervise more junior staff in writing test scripts. Develops and reviews requirements, specifications and documentation to provide staff and users with a thorough understanding of the programs and processes to be certified. Provides estimates for assigned tasks. As lead QA specialist, creates and modifies test scripts to certify system changes. Develops test control databases. Maintains test databases and ensures their integrity and currency. Distributes test data from control database to development staff to satisfy adequate unit testing. Defines configuration management tasks on a project (test scripts, source code control, coordination of requirement changes) as required. Releases completed projects into production. Helps develop trace-ability matrices and test reports. Performs all major program changes or oversees the development software programs as required. Requires Bachelor's degree or equivalent, and ten to twelve years of related experience.

Labor Category	Description
Cyber Subject Matter Expert	Serves as experienced consultant with experience in supporting large projects related to the individual subject matter expertise. Beginning expertise in functional domains such as finance, personnel, acquisition, etc. Performs research, collection, collation and compilation of data, and preparation of inputs into larger reports. Evaluates and interprets findings. Prepares finished products for review by team leader or higher level analysts. Interfaces with external entities to collect data. Uses and/or develops computer tools to facilitate analysis tasks. Prepares monthly status reports. May be assigned to customer site. May prepare and present briefings. Requires Bachelor's degree in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, and Psychology or other related disciplines and eight to ten years of experience or Master's degree and six to eight years of related experience or PhD and four to six years of related experience.
Cyber Subject Matter Expert, Senior	Serves as experienced consultant with experience in supporting large projects related to the individual subject matter expertise. Prepares and delivers presentations to colleagues, subordinates, and government representatives. Assures the proper use of current or requested programming, testing and documentation techniques. Produces, reviews and documents reflecting knowledge of areas as identified in the statement of work. Requires Bachelor's degree in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, and Psychology or other related disciplines and ten to twelve years of experience or Master's degree and eight to ten years of related experience or PhD and five to seven years of related experience.
Cyber Subject Matter Expert, Principal	Relevant experience includes supporting large projects related to the individuals subject matter expertise. Advanced expertise in functional domains such as finance, personnel, acquisition, etc. Experience as a Project Manager. Prepares and delivers presentations to colleagues, subordinates, and government representatives. Assures the proper use of current or requested programming, testing and documentation techniques. Produces and/or reviews substantive and/or complex documentation reflecting detailed knowledge of areas as identified in the statement of work. Requires Bachelor's degree in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, and Psychology or other related disciplines and twelve to fifteen years of experience or Master's degree and ten to twelve years of related experience or PhD and eight to nine years of related experience.Requires Bachelor's degree in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources development, and

Labor Category	Description
	Psychology or other related disciplines and twelve to fifteen years of experience or Master's degree and ten to twelve years of related experience or PhD and eight to nine years of related experience.
Cyber Subject Matter Expert, Senior Principal	Renowned expertise in functional domains such as finance, personnel, acquisition, etc. or technical disciplines such as computer security, network engineering, etc. Extensive experience as technical leaders and senior Project Managers. Prepares and delivers presentations to colleagues, subordinates, and government representatives. Assures the proper use of current or requested testing and documentation techniques. Produces, reviews substantive and complex documentation reflecting detailed knowledge of areas as identified in the statement of work. Requires Bachelor's degree in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, and Psychology or other related disciplines, fifteen plus years of experience; or Master's degree, twelve plus years of related experience; or PhD, ten plus years of related experience and project management experience.
Cyber Systems Administrator, Associate	Maintains data files and control procedures for a system of networked computers or for a single group of microcomputers linked to a host workstation, or mainframe. Responsible for system security and data integrity. Assigns passwords and monitors use of resources, backs up files as required and responds to management requests for information. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and zero to two years of related experience.
Cyber Systems Administrator, Staff	Maintains data files and control procedures for a complex system of networked computers or for a single group of microcomputers linked to a host workstation, or mainframe. Monitors system security and data integrity. Assigns passwords and monitors use of resources, backs up files as required and responds to management requests for information. Performs other duties as assigned which may require specific physical abilities.Requires Bachelor's degree (in Computer Science or related field) or equivalent, and two to four years of related experience.
Cyber Systems Administrator, Senior	Maintains data files and control procedures for a complex system of networked computers or for a single group of microcomputers linked to a host workstation, or mainframe. Responsible for system security and data integrity. Assigns passwords and monitors use of resources, backs up files as required and responds to management requests for information. Provides technical guidance to lesser-experienced systems administrators. Performs other duties as assigned which may require specific physical abilities.Requires Bachelor's degree (in Computer Science or related field) or equivalent, and five to seven years of related experience.

Labor Category	Description
Cyber Systems Administrator, Principal	Maintain data files and control procedures for a complex system of networked computers or for a single group of microcomputers linked to a host workstation, or mainframe. Responsible for system security and data integrity. Assigns passwords and monitors use of resources, backs up files as required and works with management to define requests for information. Provides technical guidance to lesser-experienced systems administrators. Performs other duties as assigned which may require specific physical abilities.Requires Bachelor's degree (in Computer Science or related field) or equivalent, and seven to nine years of related experience.
Cyber Systems Administrator, Senior Principal	Serves as a company expert in establishing procedures for the maintenance of data files and control procedures for a complex system of networked computers or for a single group of microcomputers linked to a host workstation, or mainframe. Responsible for system security and data integrity. Monitors and defines the use of resources, and works with management to define requests for information. Provides technical guidance to lesser-experienced systems administrators. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and ten to twelve years of related experience.
Cyber Systems Administration Manager	Oversees and manages the daily operations of the Systems Administration department and staff and apply systems knowledge to ensure that the operating systems and security measures are in place and are running efficiently. Responsible for hiring, motivating, counseling and scheduling staff. Requires Bachelor's degree (in a technical discipline) or equivalent, and ten to twelve years of related experience.
Cyber Systems Analyst, Associate	Establish operational databases, software configuration control and system interfaces for computer system(s) assigned. Maintain file servers, network access, document and analyze system anomalies to ensure optimum equipment performance. Prepares system for operational use and support operational tests. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and zero to two years of related experience.
Cyber Systems Analyst, Staff	Establishes operational databases, software configuration control and system interfaces for computer system(s) assigned. Maintains file servers, network access, document and analyze system anomalies to ensure optimum equipment performance. Prepares system for operational use and support operational tests. Requires Bachelor's degree (in Computer Science, Management Information Systems or related field) or equivalent, and two to four years of related experience.

Labor Category	Description
Cyber Systems Analyst, Senior	Establish complex operational databases, software configuration control and system interfaces for computer system(s) assigned. Maintain file servers, network access, document, analyze, and troubleshoot system anomalies to ensure optimum equipment performance. Prepare system for operational use and support operational tests. Requires Bachelor's degree (in Computer Science, Management Information Systems or related field) or equivalent, and five to seven years of related experience.
Cyber Systems Analyst, Principal	Establishes complex operational databases, software configuration control and system interfaces for computer system(s) assigned. Maintains file servers, network access, document, analyze, and troubleshoot system anomalies to ensure optimum equipment performance. May supervise less experienced systems personnel. Prepare system for operational use and oversee operational tests. Requires Bachelor's degree (in Computer Science, Management Information Systems or related field) or equivalent, and seven to nine years of related experience.
Cyber Systems Analyst, Senior Principal	Serves as a company expert in establishing complex operational databases, software configuration control and system interfaces for computer system(s) assigned. Develops procedures to maintain file servers, network access, document, analyze, and troubleshoot system anomalies to ensure optimum equipment performance. May supervise less experienced systems personnel. Prepares system for operational use and oversee operational tests. Requires Bachelor's degree (in Computer Science, Management Information Systems or related field) or equivalent, and ten to twelve years of related experience.
Cyber Systems Engineer, Associate	Assists in the coding and maintenance of utility programs, job control language and input/output handling programs, as well as other software of minimal complexity. Provides functional and empirical analysis related to the design, development, and implementation of hardware and software operating systems for the organization's products. May assist in the maintenance of program libraries and technical manuals. Attends on-going training sessions to achieve a higher level of technical skill. Requires Bachelor's degree (in Computer Science, Math, Electrical Engineering or related field) or equivalent, and zero to two years of related work experience.

Labor Category	Description
Cyber Systems Engineer, Staff	Assists in the definition and programming of moderately complex software. Works effectively on several phases of systems/software programming/analysis with little direction, but may require some instruction and guidance for other aspects. Provides functional and empirical analysis related to the design, development, and implementation of hardware and software operating systems for the organization's products. May assist in the coding of benchmark testing, job accounting and other control modules developed internally by the company. May assist with moderately complex software applications, such as system generations, compilers, link editors, and assemblers. Requires Bachelor's degree (in Computer Science, Math, Electrical Engineering or related field) or equivalent, and two to four years of related experience.
Cyber Systems Engineer, Senior	Works from specifications to develop or modify complex software programs to enhance an operating system. May give some direction and guidance to less experienced software systems engineers. Investigates and resolves operational problems in conjunction with other engineering and technical personnel. Develops logic, codes, tests and debugs software packages. Modifies, tests, and debugs retail utilities. Packages and engineers releases to integrate with the company's operating systems. Develops and modifies complex software, such as routines supporting multiprogramming, telecommunications and file management. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and five to seven years of related work experience.
Cyber Systems Engineer, Principal	Provides expertise and direction in the development or modification of complex software programs to enhance an operating system. Provides functional and empirical analysis related to the design, development, and implementation of hardware and software operating systems for the organization's products. Responsible for the instruction, assigning, and overseeing the performance of less experienced software systems engineers. Coordinates the activities of the software engineering department with other sections of the corporation's information systems operation. May train and supervise subordinate systems engineers. Requires Bachelor's degree (in Computer Science, Math, Electrical Engineering or related field) and seven to nine years of related experience.
Cyber Systems Engineer, Sr Principal	Performs as the highest-level technical expert, providing both internal and external consulting services. Works independently on advanced systems/software analysis projects. Develops and may conduct training programs. Remains current in operating systems/software analysis and technological developments/applications. Recommends future direction or projects to management. Provides expertise and direction in the development or modification of complex software programs to enhance an operating system. Requires Bachelor's degree (in Computer Science, Math, Electrical Engineering or related field) or equivalent, and ten to twelve years of related experience.

Labor Category	Description
Cyber Assistant Technical Director	Assists in the management of a directorate or is at an entry level in management of a directorate under the close supervision of the Technical or Executive Director. Manages one or more programs. May supervise professional and technical personnel performing in their regular disciplines. May participate in the development and execution of budgets, sales and marketing plans and other strategic tools. Participates in directorate efforts toward achieving established objectives. May serve as the primary or assistant technical and management interface for the company, customer, and senior staff. Provides management services including general administrative oversight, time accounting, financial tracking, cost projection, inventory management, personnel evaluation and support. Responsible for the preparation of and accountability for all contract deliverables. Provides administrative support to tech Quality Assurance Unit and Health and Safety organizations to insure all related contract objectives are achieved. Responsible for assisting in the technical leadership and direction to a multidisciplinary staff. Develops and operates a variety of technical systems related to the specific job function. Specifies systems requirements and insures that completed systems meet requirements. Supports data acquisition process control. Prepares and approves Standard Operating Procedures, Protocols and other technical documentation. Requires Bachelor's degree or equivalent, and ten to twelve years of related (technical environment) experience, financial management including budgeting and cost projections experience, and management experience.
Cyber Technical Director 1	Directs and guides the technical activities within a division with supervisory and developmental responsibilities within a functional area. Manages one or more projects or programs, may manage an operating office and supervises professional and technical personnel performing in their customary disciplines. Develops and maintains a sales and marketing plan to achieve previously agreed-upon objectives endorsed by division and group management. Maintains aggressive efforts to achieve objectives. Manages one or more technical programs. Acts as a technical liaison with vendors. Trains and supervises personnel. Assists in proposal process and coordinates with Pricing Department when required. Responsible for all phases of the program budget. Performs analysis for contract reviews with various software. Develops marketing plans. Develops Quality Assurance Programs for all products and services. Prepare Staffing Plans, including skill and labor mix, to support contract operations. May be responsible for recruiting, interviewing, and hiring staff Assign Staff and provide technical direction as necessary to complete task. Monitors contract, subcontract, and funding; prepare forecasts of program financial performance. Develops and deliver required contract , departmental, project and/or financial reports. Interacts readily with the technical staff and

Labor Category	Description
	vendors both within and outside the company.. Ability to conduct independent research. Requires Bachelor's degree or equivalent, and twelve to fifteen years of related (technical environment) experience and management experience including developing operating budgets and reporting/assessing financial information.
Cyber Technical Director 2	Directs one or more technical projects/programs within a functional area. May manage an operating office and supervises professional and technical personnel performing in their customary disciplines. Develops and maintains a sales and marketing plan to achieve previously agreed-upon objectives endorsed by division and group management. Maintains aggressive efforts to achieve objectives. Acts as a technical liaison with vendors within and outside the company. Assists in proposal process and coordinates with Pricing Department when required. Responsible for all phases of the program budget. Performs analysis for contract reviews with various software. Develops marketing plans and Quality Assurance Programs for all products and services. Prepare Staffing Plans, including skill and labor mix, to support contract operations. Conducts independent research. Responsible for recruiting, interviewing, hiring and training staff. Assigns staff and provide technical direction to complete task. Monitors contract, subcontract, and funding; prepare forecasts of program financial performance. Develops and deliver required contract, departmental, project and/or financial reports. Requires Bachelor's degree or equivalent in a relevant discipline and sixteen plus years work experience including developing operating budgets and reporting/ assessing financial information.
Cyber Director, Information Technology	Directs all aspects of the information systems function. Determines operating philosophy of department and ensures the philosophy is translated into action. Provides top management with technical information and recommendations on information technology. Maintains company and competitive posture in information technology usage. Ensures adequate budget for capital equipment and technical manpower acquisition. Requires Bachelor's degree or equivalent, in computer science or related field and 16 plus years of experience or Master's degree, or equivalent, and twelve plus years of information technology management experience.

Labor Category	Description
Cyber Systems Architect	Under minimal supervision designs, implements, and maintains the organization's application systems and/or IT infrastructure for moderately complex systems. Understands user and process requirements and ensures those requirements can be achieved through high quality deliverables. Works closely with developers and engineers to develop road maps for applications, align development plans, and to ensure effective integration among information systems and the IT infrastructure. Ensures that solutions are continuously improved, supported, and aligned with industry and company standards as well as emerging business requirements. Understands the interactions between systems, applications, and services within the environment, and evaluate the impact of changes or additions for moderately complex systems. Analyzes systems and perform usability testing to ensure performance and reliability, enhance scalability, and meet security requirements. Requires a Bachelor's Degree and four to five years experience or equivalent education.
Cyber Systems Architect, Senior	Designs, implements, and maintains the organization's application systems and/or IT infrastructure for complex systems. Provides an architectural framework for information system development, maintenance, and enhancement efforts. Understands user and process requirements and ensures those requirements can be achieved through high quality deliverables. Works closely with developers and engineers to develop road maps for applications, align development plans, and to ensure effective integration among information systems and the IT infrastructure. Ensures that solutions are continuously improved, supported, and aligned with industry and company standards as well as emerging business requirements. Understands the interactions between systems, applications, and services within the environment, and evaluate the impact of changes or additions for complex systems. Analyzes systems and perform usability testing to ensure performance and reliability, enhance scalability, and meet security requirements. May assist less experienced peers. Requires a Bachelor's Degree and six to nine years experience or equivalent education.

Labor Category	Description
Cyber Systems Architect, Principal	Performs as the technical expert in designing, implementing, and maintainng the organization's application systems and/or IT infrastructure for highly complex systems. Provides an architectural framework for information system development, maintenance, and enhancement efforts. Understands user and process requirements and ensure those requirements can be achieved through high quality deliverables. Works closely with management, developers, and engineers to develop road maps for applications, align development plans, and to ensure effective integration among information systems and the IT infrastructure. Monitors technological advancements to ensure that solutions are continuously improved, supported, and aligned with industry and company standards as well as emerging business requirements. Understand the interactions between systems, applications, and services within the environment, and evaluate the impact of changes or additions for highly complex systems. Analyze systems and perform usability testing to ensure performance and reliability, enhance scalability, and meet security requirements. Assists less experienced peers. Requires a Bachelor's Degree and 10 to 14 years experience or equivalent education. Performs as the technical expert in designing, implementing, and maintainng the organization's application systems and/or IT infrastructure for highly complex systems. Provides an architectural framework for information system development, maintenance, and enhancement efforts. Understands user and process requirements and ensure those requirements can be achieved through high quality deliverables. Works closely with management, developers, and engineers to develop road maps for applications, align development plans, and to ensure effective integration among information systems and the IT infrastructure. Monitors technological advancements to ensure that solutions are continuously improved, supported, and aligned with industry and company standards as well as emerging business requirements. Understand the interactions between systems, applications, and services within the environment, and evaluate the impact of changes or additions for highly complex systems. Analyze systems and perform usability testing to ensure performance and reliability, enhance scalability, and meet security requirements. Assists less experienced peers. Requires a Bachelor's Degree and 10 to 14 years experience or equivalent education. Performs as the technical expert in designing, implementing, and maintainng the organization's application systems and/or IT infrastructure for highly complex systems. Provides an architectural framework for information system development, maintenance, and enhancement efforts. Understands user and process requirements and ensure those requirements can be

Labor Category	Description
	achieved through high quality deliverables. Works closely with management, developers, and engineers to develop road maps for applications, align development plans, and to ensure effective integration among information systems and the IT infrastructure. Monitors technological advancements to ensure that solutions are continuously improved, supported, and aligned with industry and company standards as well as emerging business requirements. Understand the interactions between systems, applications, and services within the environment, and evaluate the impact of changes or additions for highly complex systems. Analyze systems and perform usability testing to ensure performance and reliability, enhance scalability, and meet security requirements. Assists less experienced peers. Requires a Bachelor's Degree and 10 to 14 years experience or equivalent education.
Cyber Technical Writer, Associate	Researches, writes, edits, and proofreads technical data for use in documents or sections of documents such as manuals, procedures and specifications. Ensures technical documentation is accurate, complete, meets editorial and government specifications and adheres to standards for quality, graphics, coverage, format, and style. Assists in establishing style guidelines and standards for texts and illustrations. Requires Bachelor's degree or equivalent in related technical field and zero to two years of related (technical writing/copy editing) experience.
Cyber Technical Writer, Staff	Researches, writes, edits, and proofreads technical data for use in documents or sections of documents such as manuals, procedures and specifications. Ensures technical documentation is accurate, complete, meets editorial and government specifications and adheres to standards for quality, graphics, coverage, format, and style. Assists in establishing style guidelines and standards for texts and illustrations or equivalent. Requires Bachelor's degree or equivalent (in related technical field) and two to four years of related (technical writing and copy editing) experience.
Cyber Technical Writer, Senior	Researches, organizes, writes, edits, and produces technical data for major publication projects. Organizes material and writes descriptive copy according to standards regarding order, clarity, conciseness, style, and terminology. Ensures technical documentation is accurate, complete, meets editorial and government specifications and adheres to standards for quality, graphics, coverage, format, and style.May participate in the establishment of style guidelines and standards for texts and illustrations.May provide work leadership for lower level employees. Requires Bachelor's degree or equivalent in related technical field and five to seven years of related (technical writing/editing) experience.

Labor Category	Description
Cyber Technical Writer, Principal	Oversees the writing of technical reports, brochures, and manuals for internal documentation, client reference, or publications. Researches, organizes, writes, edits, and produces data for use in a wide variety of complex technical publications requiring in-depth knowledge and understanding of the subject matter. Recommends overall organization and layout, editorial standards and publication methods. Coordinates publication with outside sources and vendors as needed. Develops department editing standards and styles. May provide work Leadership for lower level employees. Requires Bachelor's degree or equivalent in related technical field and seven to nine years of related (technical writing/editing) experience.
Cyber Help Desk Specialist, Staff	Responsible for providing support to end-user community on hardware, software and network related problems, questions, and use. Provides resolutions to out of the ordinary issues for users. If unable to diagnose problem, will work with Help Desk Management to diagonose and resolve problem. Responds to tier two and higher trouble tickets. Ensures problem ownership and promotes end-user satisfaction. Closes activities of tickets assigned. Requires Bachelor's Degree (in Computer Science or related field) or equivalent, and two to four years of related experience in computer hardware, software, networking systems, and in the set-up, configuration, use, and trouble shooting of computer systems.
Cyber Help Desk Specialist, Senior	Responsible for providing support to end-user community on difficult hardware, software and network related problems, questions, and use. May provide training and guidance to more junior help desk personnel. Provides resolutions to out of the ordinary issues for users. If unable to diagnose problem, will work with Help Desk Management to diagonose and resolve problem. Responds to tier two and higher trouble tickets. Ensures problem ownership and promotes end-user satisfaction. Closes activities of tickets assigned. Responsible for providing in-depth and high level, support to end-user community on hardware, software and network related problems, questions, and use. Provides problem resolution to users. Confers with user to determine problem. Ensures problem ownership and promotes end-user satisfaction. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and five to seven years of related experience in computer hardware, software, networking systems, and in the set-up, configuration, use, and trouble shooting of computer systems.

Labor Category	Description
Cyber Help Desk Specialist, Principal	Serving as company or contract expert, responsible for providing telephone support to end-user community on complex hardware, software and network related problems, questions, and use. May provide training and guidance to more junior help desk personnel. Provides first level problem resolution on the telephone with users, walks the user through a series of steps to determine problem and classify level, priority and nature of problem. If unable to diagnose problem and/or problem requires physical interaction with end user dispatches field engineers from appropriate team. Opens, tracks and closes trouble tickets; ensures problem ownership and promotes end-user satisfaction. Tracks activities of field engineers to who tickets were assigned. Trained and certified in automated help desk management systems. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and seven to nine years of related experience in computer hardware, software, networking systems, and in the set-up, configuration, use, and trouble shooting of computer systems.
Cyber Senior Office Administrator	Provides on-site administrative support and coordination to a complex contract, project or task(s). Maintains and tracks costs and performances on contract. Oversees the administrative and clerical functions of assigned contracts, projects, or tasks. Maintains office records and files. May collect time sheets and other personnel records or paperwork for corporate processing. Requires Bachelor's degree or equivalent and two to four years of related experience.

Labor Category Descriptions applicable to SIN 54151S

Labor Category Equivalency Language
ManTech is proposing the following labor categories and associated qualifications for services under this contract. All categories may be subject to the requirement of a government security investigation and may need to meet eligibility requirements for access to classified information. Where the job description requires a certain level of educational qualification or "equivalent experience", one year of education equates to 1.5 years of experience. The following guidelines are provided:
High School Diploma 2 years directly related experience Associate Degree 3 – 5 years directly related experience Bachelor's Degree 6 – 8 years directly related experience Master's Degree 9 years directly related experience
Subcontractors are to be included on task orders under the contract labor categories and rates, when possible. Upon the approval of the ordering agency, subcontractors may be included as off-schedule costs if their services are not suitable under the contract labor categories as listed herein.

Labor Category	Description
Task Supervisor, Associate	Responsible for the coordination and supervision of a specific technical task or function. Ensures all activities are carried out in accordance with project commitments or specific objectives. Typically supervises between 2 and 10 employees. Responsible for day-to-day coordination and administration of tasks by ensuring quality and productivity standards are maintained while meeting client schedules. Coordinates with other contract and subcontract personnel to ensure work moves smoothly from one functional area to another. Works with project manager and/or client to prepare work schedules and man-hour estimates. Ensures proper training of subordinates. Maintains record of changes in instructions and ensures all team members are informed of changes. Assigns and reviews subordinates' performance. Prepares performance evaluations. Ensures completion of administrative reporting, e.g., timecards, daily statistics, logs, and task narratives. Responds to client requests and questions. Assists with writing manuals and other documentation. Responsible for status and task management reports for area of responsibility. Requires Bachelor's degree in related field or equivalent, and zero to two years of related experience.

Labor Category	Description
Task Supervisor, Staff	Responsible for the coordination and supervision of a specific technical task or function. Ensures all activities are carried out in accordance with project commitments or specific objectives. Typically supervises between 10 and 30 employees. Responsible for day-to-day coordination and administration of tasks by ensuring quality and productivity standards are maintained while meeting client schedules. Coordinates with other contract and subcontract personnel to ensure work moves smoothly from one functional area to another. Works with project manager and/or client to prepare work schedules and man-hour estimates. Ensures proper training of subordinates. Maintains record of changes in instructions and ensures all team members are informed of changes. Assigns and reviews subordinates' performance. Prepares performance evaluations. Ensures completion of administrative reporting, e.g., timecards, daily statistics, logs, and task narratives. Responds to client requests and questions. Assists with writing manuals and other documentation. Responsible for status and task management reports for area of responsibility. Sets up and manages project facilities as dictated by workload requirements. Requires Bachelor's degree in related field or equivalent, and two to four years of related experience.
Task Supervisor, Senior	Responsible for the coordination and supervision of a specific technical task or function. Ensures all activities are carried out in accordance with project commitments or specific objectives. Typically supervises more than 30 employees. Responsible for day-to-day coordination and administration of tasks by ensuring quality and productivity standards are maintained while meeting client schedules. Coordinates with other contract and subcontract personnel to ensure work moves smoothly from one functional area to another. Works with project manager and/or client to prepare work schedules and man-hour estimates. Ensures proper training of subordinates. Maintains record of changes in instructions and ensures all team members are informed of changes. Assigns, reviews subordinates' performance and may prepares performance evaluations. Ensures completion of administrative reporting (timecards, daily statistics, logs, and task narratives.) Responds to client requests and questions. Assists with writing manuals and other documentation. Responsible for status and task management reports for area of responsibility. Sets up and manages project facilities as dictated by workload requirements. Requires Bachelor's degree in related field or equivalent, and five to seven years of related experience.

Labor Category	Description
Project Manager, Deputy	Assists higher level program/project manager in directing the project life cycle by assisting in development of comprehensive project plans to include both long and short-range goals and milestones. Identifies, acquires, and utilizes company resources to achieve project technical objectives. Directs a project team usually within a matrix organization, monitoring and encouraging functional organizations to complete milestones within specific budgets and schedules. May occasion interface with external customers and top management to communicate status of project throughout life cycle. Requires Bachelor's degree or equivalent, and seven to nine years of related experience.
Project Manager	Responsible for the performance of relatively small technical projects or a definable portion of a larger technical program in accordance with contract requirements and company policies, procedures and guidelines. Directs and supervises all support resources for the performance of project assignments and activities. Manages the technical direction of a project through the design, implementation, and testing in accordance with project objectives. Responsible for acquiring follow-on business associated with assigned projects and for supporting new business development by leading relatively small proposals or assisting with major proposals. Requires Bachelor's degree or equivalent, and ten to twelve years of related (technical environment) experience.
Program Manager	Responsible for the performance of a relatively significant program or multiple smaller programs in accordance with contract requirements and company policies, procedures and guidelines. Oversees the technology development and/or application, marketing, and resource allocation within program client base. Program area typically represents more than three functional areas such as engineering, systems analysis, quality control and administration. Responsible for acquiring follow-on business associated with assigned programs and for supporting new business development by leading proposals. Requires Bachelor's degree or equivalent, and twelve to fifteen years of related (technical environment) experience including management experience.
Program Director	Responsible for the successful technical, schedule, and cost performance of a major program, or multiple programs, through subordinate program/project managers, in accordance with contract requirements and company policies, procedures and guidelines. Responsible for acquiring follow-on business associated with assigned programs and for supporting new business development by leading proposals or through program/project managers. Requires Bachelor's degree or equivalent, and sixteen plus years experience in a related technical environment, including five years related management experience.

Labor Category	Description
Database Analyst, Associate	Assists in administering database organizations, standards, controls, procedures, and documentation. Provides entry level technical consulting in the definition, design, and creation of a database environment. Develops applications to help formulate database solutions to business problems, data architectures, database management system facilities and capabilities, and the operation and tuning of databases. Maintains databases with respect to access methods, access time, batch processes, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Includes maintenance of database dictionaries, and integration of systems through database design. Maintains database dictionaries. Maintains and documents JCL, shell scripts and batch processes. Ensures that documentation is complete and up-to-date. Applies procedures for periodic database backup. Requires Bachelor's degree or equivalent, and zero to two years of related experience.
Database Analyst, Staff	Administers database organizations, standards, controls, procedures, and documentation. Provides technical consulting in the definition, design, and creation of a database environment. Assists applications development staff and users on database solutions to business problems, data architectures, database management system facilities and capabilities, and the operation and tuning of databases. Implements and maintains databases with respect to access methods, access time, batch processes, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Includes maintenance of database dictionaries, and integration of systems through database design and implementation. Maintains database dictionaries and documents JCL, shell scripts and batch processes. Ensures that documentation is complete and up-to-date. Develops and applies procedures for periodic database backup. Requires Bachelor's degree (in Computer Science, Management Information Systems or related field) or equivalent, and two to four years of related experience.
Database Analyst, Senior	Defines and administers database organizations, standards, controls, procedures, and documentation. Provides experienced technical consulting in the definition, design, and creation of a database environment. Advises applications development staff and users on database solutions to business problems, data architectures, database management system facilities and capabilities, and the operation and tuning of databases. Ensures economic and efficient availability of data within adequate safeguards. Designs, implements, and maintains databases with respect to access methods, access time, batch processes, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Includes maintenance of database dictionaries, and integration of systems through database design. Develops and maintains expertise in use of automated tools for database design and implementation. Requires Bachelor's degree (in Computer

Labor Category	Description
	Science, Management Information Systems) or equivalent, and five to seven years of related (data center environment) experience.
Database Analyst, Principal	Defines and oversees database organizations, standards, controls, procedures, and documentation. Provides experienced technical consulting in the definition, design, and creation of a database environment. Advises applications development staff and users on database solutions to business problems, data architectures, database management system facilities and capabilities, and the operation and tuning of databases. Ensures economic and efficient availability of data within adequate safeguards. Designs and implements databases with respect to access methods, access time, batch processes, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Develops and maintains expertise in use of automated tools for database design and implementation. Develops, maintains and documents JCL, shell scripts and batch processes. Participates as a leader and as a team member, and works to maintain a positive environment. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and seven to nine years of related experience.
Database Analyst, Senior Principal	Defines database organizations, standards, controls, procedures, and documentation. Provides experienced technical consulting in the definition, design, and creation of a database environment. Advises applications development staff and users on database solutions to business problems, data architectures, database management system facilities and capabilities, and the operation and tuning of databases. Ensures economic and efficient availability of data within adequate safeguards. Develops expertise in use of automated tools for database design and implementation. Develops procedures to address needs of JCL, shell scripts and batch processes. Ensures that documentation is complete and up-to-date. Develops procedures relating to database and application security including procedures by which access is authorized, enabled, changed and withdrawn. Develops procedures for periodic database backup. Participates as a leader and as the senior team member. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and ten to twelve years of related experience.
Database Manager	Responsible for all activities related to the design, implementation and administration of computerized databases. Assigns personnel to various projects and directs their activities; reviews and evaluates their work and prepares performance reports. Confers with and advises subordinates on administrative policies and procedures, technical problems, priorities and methods. Consults with and advises users of the various databases. Projects long-range requirements for database administration and design in conjunction with other managers in the information systems function. Prepares activity and progress reports regarding the database design process.

Labor Category	Description
	A Bachelor degree or equivalent in a related field and ten to twelve years of relevant work experience are required.
Database Engineer, Assoc	Operates at the system level and has learned skills that will apply across the full system life cycle from requirements through database design and implementation. Is trained in system design and development skill as well as database-related skills. The Database Engineer's focus is database-centric, based on the understanding that the heart of every information system is the database, but with a solid view of how the database integrates and operates with other system components. Requirements and design activities will include one of the following: security, backup and recovery, and availability considerations. Will set up and test different design scenarios (or to direct these activities) early in the system development life cycle as part of the process of validating the suitability of proposed design alternatives. Test scenarios must generate sufficient performance data to support database design decisions. Requires Bachelor's degree or equivalent, and zero to two years of related experience.
Database Engineer, Staff	Operates at the system level and has learned skills that will apply across the full system life cycle from requirements through database design and implementation. Is trained in system design and development skill as well as database-related skills. The Database Engineer's focus is database-centric, based on the understanding that the heart of every information system is the database, but with a solid view of how the database integrates and operates with other system components. Requirements and design activities will include one of the following: security, backup and recovery, and availability considerations. Will set up and test different design scenarios (or to direct these activities) early in the system development life cycle as part of the process of validating the suitability of proposed design alternatives. Test scenarios must generate sufficient performance data to support database design decisions. Requires Bachelor's degree or equivalent, and two to four years of related experience.

Labor Category	Description
Database Engineer, Senior	Operates at the system level and has learned skills that will apply across the full system life cycle from requirements through database design and implementation. Is trained in system design and development skill as well as database-related skills. The Database Engineer's focus is database-centric, based on the understanding that the heart of every information system is the database, but with a solid view of how the database integrates and operates with other system components. Skills include defining data and database requirements, defining database design alternatives, designing logical data models, and designing physical databases. May be a skilled DBA, as is often the case, but in all cases understands advanced database concepts such as replication or parallel operations and knows when, from a system perspective, to apply them as part of the engineered solution. Will set up and test different design scenarios (or to direct these activities) early in the system development life cycle as part of the process of validating the suitability of proposed design alternatives. Test scenarios must generate sufficient performance data to support database design decisions. Requires Bachelor's degree or equivalent, and five to seven years of related experience.
Database Engineer, Principal	Operates at the system level and has learned skills that will apply across the full system life cycle from requirements through database design and implementation. Is trained in system design and development skill as well as database-related skills. The Database Engineer's focus is database-centric, based on the understanding that the heart of every information system is the database, but with a solid view of how the database integrates and operates with other system components. Skills include defining data and database requirements, defining database design alternatives, designing logical data models, and designing physical databases. May be a skilled DBA, as is often the case, but in all cases understands advanced database concepts such as replication or parallel operations and knows when, from a system perspective, to apply them as part of the engineered solution. Will set up and test different design scenarios (or to direct these activities) early in the system development life cycle as part of the process of validating the suitability of proposed design alternatives. Test scenarios must generate sufficient performance data to support database design decisions. Requires Bachelor's degree or equivalent, and seven to nine years of related experience.

Labor Category	Description
Database Engineer, Sr Principal	Operates at the system level and has learned skills that will apply across the full system life cycle from requirements through database design and implementation. Is trained in system design and development skill as well as database-related skills. The Database Engineer's focus is database-centric, based on the understanding that the heart of every information system is the database, but with a solid view of how the database integrates and operates with other system components. Skills include defining data and database requirements, defining database design alternatives, designing logical data models, and designing physical databases. May be a skilled DBA, as is often the case, but in all cases understands advanced database concepts such as replication or parallel operations and knows when, from a system perspective, to apply them as part of the engineered solution. Will set up and test different design scenarios (or to direct these activities) early in the system development life cycle as part of the process of validating the suitability of proposed design alternatives. Test scenarios must generate sufficient performance data to support database design decisions. Requires Bachelor's degree or equivalent, and ten to twelve years of related experience.
Analyst/Computer Forensic Intrusion, Associate	Assists in providing computer forensic and intrusion support to high technology investigations in the form of computer evidence seizure, computer forensic analysis, data recovery, and network assessments. Assists in conduct vulnerability assessments/penetration tests of information systems. Researches and maintains proficiency in tools, techniques, countermeasures, and trends in computer network vulnerabilities, data hiding and network security and encryption. Assists in deterring, identifying, monitoring, investigating and analyzing computer network intrusions. Requires Bachelor's degree or equivalent and zero to two years of related experience with a minimum of six months experience in one or more of the following: computer network penetration testing/techniques; computer evidence seizure, computer forensic analysis, data recovery; computer intrusion analysis/incident response, intrusion detection; computer network surveillance/monitoring; network protocols, network devices, multiple operating systems, and secure architectures. Ability to obtain a security clearance.

Labor Category	Description
Analyst/Computer Forensic Intrusion, Staff	Assists in providing computer forensic and intrusion support to high technology investigations in the form of computer evidence seizure, computer forensic analysis, data recovery, and network assessments. Assists in conduct vulnerability assessments/penetration tests of information systems. Researches and maintains proficiency in tools, techniques, countermeasures, and trends in computer network vulnerabilities, data hiding and network security and encryption. Assists in deterring, identifying, monitoring, investigating and analyzing computer network intrusions. Requires Bachelor's degree or equivalent and two to four years of related experience with a minimum of six months experience in one or more of the following: computer network penetration testing/techniques; computer evidence seizure, computer forensic analysis, data recovery; computer intrusion analysis/incident response, intrusion detection; computer network surveillance/monitoring; network protocols, network devices, multiple operating systems, and secure architectures. Ability to obtain a security clearance.
Analyst/Computer Forensic Intrusion, Senior	Provides computer forensic and intrusion support to high technology investigations in the form of computer evidence seizure, computer forensic analysis, data recovery, and network assessments. Conducts vulnerability assessments/penetration tests of information systems. Researches and maintains proficiency in tools, techniques, countermeasures, and trends in computer network vulnerabilities, data hiding and network security and encryption. Assists in deterring, identifying, monitoring, investigating and analyzing computer network intrusions. Requires Bachelor's degree or equivalent and five to seven years of related experience with a minimum of six months experience in one or more of the following: computer network penetration testing and techniques; computer evidence seizure, computer forensic analysis, and data recovery; computer intrusion analysis and incident response, intrusion detection; computer network surveillance/monitoring; network protocols, network devices, multiple operating systems, and secure architectures. Ability to obtain a security clearance.

Labor Category	Description
Analyst/Computer Forensic Intrusion, Lead	Provides computer forensic and intrusion analyst support to high technology investigations in the form of computer evidence seizure, computer forensic analysis, data recovery, and network assessments. Conduct vulnerability assessments/penetration tests of information systems. Researches and maintains proficiency in tools, techniques, countermeasures, and trends in computer network vulnerabilities, data hiding and network security and encryption. Assists in deterring, identifying, monitoring, investigating and analyzing computer network intrusions. Requires Bachelor's degree and seven to nine years of related experience with a minimum of four years experience in one or more of the following: computer network penetration testing and techniques; computer evidence seizure, computer forensic analysis, and data recovery; computer intrusion analysis and incident response, intrusion detection; computer network surveillance/monitoring; network protocols, network devices, multiple operating systems, and secure architectures. Ability to obtain a security clearance.
Analyst/Computer Forensic Intrusion, Principal	Provides knowledge in Computer and network vulnerability testing/penetration techniques; Tool development for computer and network forensics and vulnerability testing. Provides computer forensic support to high technology investigations in the form of evidence seizure, computer forensic analysis, and data recovery. Conducts vulnerability assessments/penetration tests of information systems. Researches and maintains proficiency in tools, techniques, countermeasures, and trends in computer and network vulnerabilities, data hiding and encryption. Develop tools, techniques, training and countermeasures for computer and network vulnerabilities, data hiding and encryption. Deter, identify, monitor and investigate computer and network intrusions. Provides expert knowledge in computer and network forensics. Conducts vulnerability assessments. Researches and maintains proficiency in tools, techniques, countermeasures, and trends in computer and network vulnerabilities. Identify, deter, monitor and investigate computer and network intrusions. Requires Bachelor's degree or equivalent and ten to twelve years of related experience with a minimum of four years experience in one or more of the following: computer network penetration testing and techniques; computer evidence seizure, computer forensic analysis, and data recovery; computer intrusion analysis and incident response, intrusion detection; computer network surveillance and monitoring; network protocols, network devices, multiple operating systems, and secure architectures or Master's degree and seven to nine years of related experience. Ability to obtain a security clearance.

Labor Category	Description
Applications Engineer, Associate	Assists in the selling process to identify, develops, and supports product/service applications. Requires blend of sales, marketing, and technical skills. Interacts with management at customer sites to assess business processes and address product/service needs. Basic involvement in the overall sales process, pre-sales through post-sales support. May participate in sales presentation activities for key prospects and develops and delivers presentations to customer. Requires Bachelor's degree (in technology, engineering or business discipline) or equivalent, and zero to two years related (engineering and/or sales) experience.
Applications Engineer, Staff	Identifies, develops, and supports product/service applications in the selling process. Requires blend of sales, marketing, and technical skills. Interacts with management at customer site to assess business processes and address product/service needs. Strong involvement in the overall sales process, pre-sales through post-sales support. Assists with sales presentation activities for key prospects and develops and delivers presentations to customer. Requires Bachelor's degree (in technology, engineering or business discipline) or equivalent, and two to four years of related (engineering and/or sales) experience.
Applications Engineer, Senior	Identifies, assesses, and evaluates moderately complex product/service solutions requiring a blend of strong sales, marketing, and technical skills. Coordinates resolution of product/service issues, upgrades, and problems. Interacts with management at customer site to assess major business processes and address product/service needs. Strong involvement in the overall sales process, pre-sales through post-sales support. Participates in sales presentation activities and develops and delivers presentations to customer's management. Requires Bachelor's degree (in technology or business discipline) or equivalent, and five to seven years of related (engineering and/or sales) experience.
Applications Engineer, Principal	Strong involvement in the selling process to identify, develop, and support complex product/service solutions requiring a blend of sales and technical expertise. Coordinates resolution of product/service issues, upgrades, and problems. Interacts with top-level management at customer sites to assess major business processes and address product/service needs. Heavily involved in the overall sales process, pre-sales, the closing of sales, and post-sales support. Participates in sales presentation activities for key prospects and develops and delivers presentations to customer's top management. Requires Bachelor's degree (in technology, engineering or business discipline) or equivalent, and seven to nine years of related (engineering and/or sales) experience.

Labor Category	Description
Applications Systems Analyst/Programmer, Associate	Assists in the research to develop or enhance information systems. Assists in the preparation of specifications from which programs will be written. Designs codes, tests, debugs, documents, and maintain programs. Diagrams information flow, showing source and distribution of all segments, processing elements, channels, and methods of entering corrections, and data retention requirements. Attends on-going training sessions to achieve a higher level of technical skill. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and zero to two years of related work experience.
Applications Systems Analyst/Programmer, Staff	Formulates and defines system scope and objectives to develop or modify moderately complex problems to develop or enhance information systems. Prepares detailed specifications from which programs will be written. Designs, codes, tests, debugs, documents, and maintains programs. Diagrams information flow, shows source and distribution of all segments, processes elements, channels, and methods of entering corrections, and data retention requirements. Requires Bachelor's degree or equivalent, and two to four years of related work experience.
Applications Systems Analyst/Programmer, Senior	Formulates and defines system scope and objectives. Establish procedures to solve complex problems regarding system equipment capacity and limitations, operating time and output. Prepare detailed specifications from which programs will be written and design, code, test, debug, and document newly written programs. Diagrams information flow, showing source and distribution of all segments, processing elements, channels, and methods of entering corrections, and data retention requirements. Perform at an advanced technical level on all phases of applications systems analysis and programming activities. May be responsible for the completion of a phase of a project. Provide guidance to less experienced analyst/programmers. Requires Bachelor's degree or equivalent, and five to seven years of related experience.
Applications Systems Analyst/Programmer, Principal	Formulates and defines system scope and objectives for assigned projects. Establishes procedures to solve complex problems regarding system equipment capacity and limitations, operating time and output. Prepares detailed specifications from which programs will be written and designs, codes, tests, debugs, and documents newly written programs. Diagrams information flow, showing source and distribution of all segments, processing elements, channels, and methods of entering corrections, and data retention requirements. Performs at an advanced technical level and has complete understanding of all phases of applications systems analysis and programming activities. Directs, provides guidance, and monitors the performance of less experienced analyst/programmers. Responsible for quality assurance review of assigned project. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and seven to nine years of related experience.

Labor Category	Description
Applications Systems Analyst/Programmer, Sr Principal	Formulates and defines system scope and objectives for assigned projects. Establishes procedures to solve complex problems regarding system equipment capacity and limitations, operating time and output. Prepares detailed specifications from which programs will be written. Designs, codes, tests, debugs, and documents newly written programs. Performs at an advanced technical level and has complete understanding of all phases of applications systems analysis and programming activities. Directs, provides guidance, and monitors the performance of less experienced analyst/programmers. Responsible for quality assurance review of assigned project. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and ten to twelve years of related experience.
Business Systems Analyst, Associate	Assists in developing and defining systems scope and objectives through research combined with a basic understanding of business systems and industry requirements. Interviews personnel from functional user area under study to learn general purpose of systems and information requirements of positions involved in the data flow. Analyzes business and user needs, document requirements, and revises existing system logic difficulties as necessary under direction of more experienced Business System Analyst personnel. Attend on-going training sessions to achieve a higher level of technical skill. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and zero to two years of related experience.
Business Systems Analyst, Staff	Formulates and defines systems scope and objectives through research combined with a basic understanding of business systems and industry requirements. Develops or modifies procedures to solve moderately complex problems within information systems. Analyzes business and user needs, document requirements, and revise existing system logic difficulties as necessary. Provides guidance to less experienced Business System Analysts. Requires Bachelor's degree or equivalent, and two to four years of related experience.
Business Systems Analyst, Senior	Formulates and defines systems scope and objectives through user needs and an understanding of business systems and industry requirements. Develops or modifies procedures to solve complex problems within information systems. Analyzes business and user needs, document requirements, and translate into proper system requirement specifications. Provide guidance to less experienced Business System Analysts. Requires Bachelor's degree (in Computer Science or a related field) or equivalent, and five to seven years of related experience.

Labor Category	Description
Business Systems Analyst, Principal	Provides expertise in the formulation of systems scope and objectives relative to the organization's business plan and industry requirements. Works independently or as a member of a project team responsible for providing technical guidance related to the business implications of the application of various systems. Provides technical consulting on complex projects. Devises and or modifies procedures to solve the most complex technical problems related to computer equipment capacity and limitations, operating time and form of desired results. Creates detailed specifications from which programs will be written. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and seven to nine years of related experience.
Business Systems Analyst, Senior Principal	Provides expertise in the formulation of systems scope and objectives relative to the organization's business plan and industry requirements. Works independently or as a member of a project team responsible for providing technical guidance related to the business implications of the application of various systems. Provides technical consulting on complex projects. Devises and/or modifies procedures to solve the most complex technical problems related to computer equipment capacity and limitations, operating time and form of desired results. Create detailed specifications from which programs will be written. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and ten to twelve years of related experience.
Configuration Management Specialist, Associate	Responsible for routine configuration control during the product development phase. May reviews design release documents for completeness, proper approvals and system updates, to ensure correct configuration modifications. Reviews contracts and drafts configuration plans to encompass all specification requirements. Assists in the maintenance of the database. Requires Bachelor's degree or equivalent, and zero to two years of related experience.
Configuration Management Specialist, Staff	Responsible for advanced configuration control during product development phase. Reviews design release documents for completeness, proper approvals and system updates, to ensure correct configuration modifications. Reviews contracts and drafts configuration plans to encompass all specification requirements. Assists in the maintenance of the database. May also be responsible for contract data submittal and status on smaller projects. Requires Bachelor's degree or equivalent, and two to four years of related experience.

Labor Category	Description
Configuration Management Specialist, Senior	Designs and establishes management documentation. Authorizes the release of drawings, and software configuration changes specified by management and other functional groups. Provides advice and guidance on methods, procedures, and requirements to individuals responsible for the creation of documentation. Plans and implements methods to improve response. Participates in special studies. May provide work leadership for lower level employees. Under the guidance of a senior level analyst, performs data management tasks as required by contract. Requires Bachelor's degree or equivalent, and five to seven years of related experience.
Configuration Management Specialist, Principal	Designs and establishes management documentation. Authorizes the release of drawings, and software configuration changes specified by management and other functional groups. Provides advice and guidance on methods, procedures, and requirements to individuals responsible for the creation of documentation. Plans and implements methods to improve response. Participates in special studies. Provides work leadership for lower level employees. Performs data management tasks as required by contract. Requires Bachelor's degree or equivalent, and seven to nine years of related experience.
Configurations/Data Management Analyst Mgr	Establishes and maintains configuration and data management policies and procedures to be utilized by departmental personnel and other participating functions to ensure a standard and cost effective approach to the application of configuration and data management requirements. Organizes and implements the process of evaluating performance against established policies and procedures to ensure hardware and documentation integrity is being maintained at the least cost to the company and programs. Develops departmental operating budgets, productivity goals, and staffing levels. Provides the resources necessary to maintain the integrity of the Bills of Material Subsystem of the Manufacturing database. Requires Bachelor degree or equivalent experience, and ten to twelve years of experience in the application of MIL and DoD requirements and management experience.
Document Specialist, Associate	Oversees the Document Control (DC) policy system, working closely with technical writing, DC implementation and configuration management staff. Researches and makes recommendations for appropriate hardware and software required for the DC system. Develops and present DC training sessions. Requires Bachelor's degree (Engineering or Technical discipline) or equivalent; zero to two years of related experience.
Document Specialist, Staff	Oversees the Document Control (DC) policy system, working closely with technical writing, DC implementation and configuration management staff. Research and make recommendations for appropriate hardware and software required for the DC system. Develop and present DC training sessions. Requires Bachelor's degree (in Engineering or related field) and two to four years of related experience.

Labor Category	Description
Document Specialist, Senior	Oversees the Document Control (DC) policy system, working closely with technical writing, DC implementation and configuration management staff. Researches and makes recommendations for appropriate hardware and software required for the DC system. Develops and presents DC training sessions. Requires Bachelor's degree (in Engineering or Technical field) or equivalent, and five to seven years of related experience.
Document Specialist, Principal	Oversees the Document Control (DC) policy system, working closely with technical writing, DC implementation and configuration management staff. Researches and makes recommendations for appropriate hardware and software required for the DC system. Develops and presents DC training sessions. Requires Bachelor's degree (in engineering or technical field) or equivalent, and seven to nine years of related experience.
Functional Analyst, Associate	Analyzes factors and components of systems to recommend and institute changes to increase efficiency. Plan studies of work problems and procedures, such as organizational changes, communication, information flow, integrated production methods, or cost analysis. Performs systematic review of selected functions to determine application and design of systems or models. Prepares models of problem areas in the form of one of several equations. Utilizes mathematical models and management plans. Specifies manipulative and computational methods of formulation and uses data processing for solving equations, programming and processing. Prepares charts and diagrams to assist in problem analysis and submits recommendations for solutions. Writes specification manuals and user documentation for client or user personnel. Assists more senior level Functional Analysts in program design and analysis. Requires Bachelor's Degree in related field or equivalent experience and zero to two years of related experience.
Functional Analyst, Staff	Analyzes factors and components of systems to recommend and institute changes to increase efficiency. Plan studies of work problems and procedures, such as organizational changes, communication, information flow, integrated production methods, or cost analysis. Translates user requirements into system specifications, configuration management plans, life cycle management, documentation, and integrated logistics support plans and related operational summaries. Recommends improvements of modifications in sequence of operations, equipment utilization and related matters. Examines and analyzes current and contemplated operations for developing, defining, and coordinating user requirements which will satisfy the total program need. Gathers information from users, defines work problems, and designs a system and procedures to resolve problems. Interfaces with the user and participates in and conducts structured walk through. Writes specifications manuals and user documentation for client or user personnel. Assist more senior level Functional Analysts in the design, development, and analysis of logical and physical database

Labor Category	Description
	design and maintenance. Requires Bachelor's Degree in related field or equivalent experience and two to four years of related experience.
Functional Analyst, Senior	Analyzes factors and components of systems to recommend and institute changes to increase efficiency. Plan studies of work problems and procedures, such as organizational changes, communication, information flow, integrated production methods, or cost analysis. Recommends improvements of modifications in sequence of operations, equipment utilization and related matters. Examines and analyzes current and contemplated operations for developing, defining, and coordinating user requirements which will satisfy the total program need. Translates user requirements into system specifications, configuration management plans, life cycle management documentation, and integrated logistics support plans and related operational summaries. Writes specifications manuals and user documentation for client or user personnel. Gathers information from users, defines work problems, and designs a system and procedures to resolve problems. May supervise and provide technical direction to lower level staff. Requires Bachelor's Degree in related field or equivalent and five to seven years of related experience.
Functional Analyst, Principal	Oversees the analysis of problems in terms of management information and conceptualizes proposals that afford maximum probability of profit or effectiveness in relation to cost or risk. Performs advanced and complex systematic reviews of selected functions to determine application and design of systems or models. Participates in various testing functions (i.e. string and acceptance tests) to verify that results are correct. Develops and updates functional or operating manuals outlining established methods of performing work in accordance with organizational policy. Trains clients or user personnel in the operation and capabilities of proposed models. Provides functional guidance on more complex projects. Requires Bachelor's Degree in related field or equivalent experience and seven to nine years of related experience.
Functional Analyst, Senior Principal	Serves as a company expert and oversees the analysis of the most complex problems in terms of management information and conceptualizes proposals that afford maximum probability of profit or effectiveness in relation to cost or risk. Performs very advanced and complex systematic reviews of selected functions to determine application and design of systems or models. Participates in various testing functions (i.e. string and acceptance tests) to verify that results are correct. Develops and updates functional or operating manuals outlining established methods of performing work in accordance with organizational policy. Trains clients or user personnel in the operation and capabilities of proposed models. Provides functional guidance on more complex projects. Requires Bachelor's Degree in related field or equivalent experience and ten

Labor Category	Description
	to twelve years of related experience or Master's degree and seven to nine years of related experience.
Hardware Engineer, Associate	Evaluates reliability of materials, properties and techniques used in production; plans, designs and develops electronic parts, components, integrated circuitry, mechanical systems, equipment and packaging, optical systems and/or DSP systems. Under direct supervision, designs and develops simple equipment, processes and systems that involve data networks, communications, and display. Analyzes equipment specifications and process requirements to conceive a practical design. Based on limited technical knowledge of assigned product line, few technical decisions are made. May prepare related installation guides and instructions. Requires Bachelor's degree in engineering or applied science, or equivalent and zero to two years of experience.
Hardware Engineer, Staff	Evaluates reliability of materials, properties and techniques used in production; plans, designs and develops electronic parts, components, integrated circuitry, mechanical systems, equipment and packaging, optical systems and/or DSP systems. Under general supervision, designs and develops equipment, processes and systems that involve data networks, communications, and display. Analyzes equipment specifications and process requirements to conceive a practical design. Meets with research engineers or scientists and customer representatives to resolve design problems. Based on extensive technical knowledge of assigned product line, develops solutions for design problems. Prepares related installation guides and instructions. Requires Bachelor's degree in engineering or applied science, or equivalent and two to four years of experience.
Hardware Engineer, Senior	Evaluates reliability of materials, properties and techniques used in production; plans, designs and develops electronic parts, components, integrated circuitry, mechanical systems, equipment and packaging, optical systems and/or DSP systems. Under general direction, designs and develops equipment, processes and systems that involve data networks, communications, and display. Analyzes equipment specifications and process requirements to conceive a practical design. Determines feasibility from technical and economic perspectives. Coordinates and consults with research engineers or scientists and customer representatives to resolve design problems. Develops and maintains technical procedures, documentation and manuals. Compiles and analyzes operational data and directs tests to establish standard for new designs or modifications to existing equipment, systems, or processes. May supervise the work of technicians and technologists who provide technical support. Requires Bachelor's degree in engineering or applied science, or equivalent and five to seven years of experience.

Labor Category	Description
Hardware Engineer, Principal	Evaluates reliability of materials, properties and techniques used in production; plans, designs and develops electronic parts, components, integrated circuitry, mechanical systems, equipment and packaging, optical systems and/or DSP systems. Under general direction, designs and develops equipment, processes and systems that involve data networks, communications, and display. Analyzes equipment specifications and process requirements to conceive a practical design. Determines feasibility from technical and economic perspectives. Coordinates and consults with research engineers or scientists and customer representatives to resolve design problems. Develops and maintains technical procedures, documentation and manuals. Compiles and analyzes operational data and directs tests to establish standard for new designs or modifications to existing equipment, systems, or processes. May supervise technical support staff. Requires Bachelor's degree in engineering or applied science, or equivalent and seven to nine years of related experience.
Hardware Engineer, Senior Principal	Evaluates reliability of materials, properties and techniques used in production; plans, designs and develops electronic parts, components, integrated circuitry, mechanical systems, equipment and packaging, optical systems and/or DSP systems. Serves as lead engineer, designs and develops equipment, processes and systems that involve data networks, communications, and display. Analyzes equipment specifications and process requirements to conceive a practical design. Determines feasibility from technical and economic perspectives. Coordinates and consults with research engineers or scientists and customer representatives to resolve design problems. Develops and maintains technical procedures, documentation and manuals. Compiles and analyzes operational data and directs tests to establish standard for new designs or modifications to existing equipment, systems, or processes. May supervise the work of technicians and technologists who provide technical support. Requires Bachelor's degree in engineering or applied science, or equivalent and ten to twelve years of experience.
Hardware Engineering Manager	Manages a work group composed of eight to ten design engineers engaged in a variety of hardware engineering activities. Has responsibility for all phases of project planning and control including schedules, budgets, resource allocation, and results. Decisions are not usually subject to review. Performance is evaluated based on adherence to time schedules, budgets, soundness of approach, and general effectiveness. Requires Bachelor’s degree (in a related field) or equivalent, and ten to twelve years of related (engineering and management) experience or Master’s degree (in Technology or Math) and seven to nine years of related experience.

Labor Category	Description
Information Security Engineer, Associate	Defines, plans, designs, and evaluates information security systems. Assesses architecture and current hardware limitations, defines and designs system specifications, input/output processes and working parameters for hardware/software compatibility. Experience with information networks design, operation, and equipment. Interest/aptitude for information security work. Works under of direction of more experienced information security engineer. Requires Bachelor's degree in related discipline (engineering, computer science or related discipline) and zero to two of related experience.
Information Security Engineer, Staff	Defines, plans, designs, and evaluates information security systems. Assesses architecture and current hardware limitations, defines and designs system specifications, input/output processes and working parameters for hardware/software compatibility. Basic familiarity with information network elements – routers, firewalls, etc. Ability to apply technical knowledge to information security designs. Designs and conducts tests of designs and architectures. Requires Bachelor's degree in (field mathematics, telecommunications, electrical engineering, computer engineering, computer science) or related discipline, and two to four years' related experience.
Information Security Engineer, Senior	Defines, plans, designs, and evaluates information security system. Assesses architecture and current hardware limitations, defines and designs system specifications, input/output processes and working parameters for hardware/software compatibility. Designs and conducts tests of designs and architectures. Leads and guides less experienced engineers. Capable of independent management of projects. Requires Bachelor's degree (in field mathematics, telecommunications, electrical engineering, computer engineering, computer science) or equivalent and five to seven years experience with information networks and the security aspects.
Information Security Engineer, Principal	Defines, plans, designs, and evaluates information security systems. Assesses architecture and current hardware limitations, defines and designs system specifications, input/output processes and working parameters for hardware/software compatibility. Performs a variety of complex tasks associated with information security ranging from the design of security components to complex architectures. Supervises the work of other engineers performing a variety of information security tasks. Capable of independent program supervision. Requires Bachelor's degree (in field mathematics, telecommunications, electrical engineering, computer engineering, computer science) or equivalent and seven to nine years related experience.

Labor Category	Description
Information Security Engineer, Sr Principal	Defines, plans, designs, and evaluates information security systems. Assesses architecture and current hardware limitations, defines and designs system specifications, input/output processes and working parameters for hardware/software compatibility. Provides expert level consultation and technical services on all aspects of Information Security. Manages large-scale programs of national or international scope. Maintains senior affiliations with national and international organizations associated with information security. Requires Bachelor's degree or equivalent and ten to twelve years related experience or Master's degree with seven to nine years of experience field mathematics, telecommunications, electrical engineering, computer engineering, computer science.
Information Security Specialist, Associate	Knowledge of information system administration and information network software/hardware including firewalls and intrusion detection systems. Basic familiarity with information security procedures. Safeguards network against unauthorized infiltration, modification, destruction or disclosure. May research, evaluate, test, recommends communicate and implement new security software or devices. Implements, enforces, communicates and develops security policies or plans for data, software applications, hardware, and telecommunications. Provides information to management regarding the negative impact caused by theft, destruction, alteration or denial of access to information. Requires Bachelor's degree in related discipline (engineering, computer science or related discipline) and zero to two of related experience.
Information Security Specialist, Staff	Knowledge and experience with information network security equipment. Understanding of information network threats such as computer viruses. Tests and operates firewalls, intrusion detection systems, enterprise anti-virus systems and software deployment tools. Safeguards the network against unauthorized infiltration, modification, destruction or disclosure. May research, evaluate, test, recommends communicate and implement new security software or devices. Implements, enforces, communicates and develops security policies or plans for data, software applications, hardware, and telecommunications. Provides information to management regarding the negative impact caused by theft, destruction, alteration or denial of access to information. Provides recommendations on information assurance engineering standards, implementation dependencies, and changing information assurance related technologies. Requires Bachelor's degree in (field mathematics, telecommunications, electrical engineering, computer engineering, computer science) or related discipline, and two to four years' related experience or Certification in systems administrator, network certification, etc. six to eight years of experience.

Labor Category	Description
Information Security Specialist, Senior	Manages the company's firewalls and intrusion detection systems. Develops, tests, and operates firewalls, intrusion detection systems, enterprise anti-virus systems and software deployment tools. Safeguards the network against unauthorized infiltration, modification, destruction or disclosure. May research, evaluate, test, recommends communicate and implement new security software or devices. Implements, enforces, communicates and develops security policies or plans for data, software applications, hardware, and telecommunications. Provides information to management regarding the negative impact caused by theft, destruction, alteration or denial of access to information. Provides recommendations on information assurance engineering standards, implementation dependencies, and changing information assurance related technologies. Manages the company's firewalls and intrusion detection systems. Develops, tests, and operates firewalls, intrusion detection systems, enterprise anti-virus systems and software deployment tools. Safeguards the network against unauthorized infiltration, modification, destruction or disclosure. Researches, evaluates, tests, recommends communicate and implement new security software or devices. Implements, enforces, communicates and develops security policies or plans for data, software applications, hardware, and telecommunications. Provides information to management on the negative impact caused by theft, destruction, alteration or denial of access to information. Provides recommendations on information assurance engineering standards, implementation dependencies, and changing information assurance related technologies. May supervise lower level staff. Requires Bachelor's degree or equivalent and five to seven years related experience.
Information Security Specialist, Principal	Manages extensive evaluations of major information security networks, prepares evaluation reports, presents recommendations. Conducts trade off analyses of products for clients to determine optimal informant security solutions. Provides consulting services on a wide variety of information assurance topics. Prepares remedial options and supervise correction of information security shortfalls. Works independently in expert role at customer site. Requires Bachelor's degree or equivalent and seven to nine years of directly related experience.
Information Security Specialist, Sr Principal	Functions as expert consultant in all aspects of information security. Prepares in-depth studies and analyses. Manages major information security efforts. Maintains affiliation with national/international organizations. Functions on broad scope programs of national/international basis. Capable of fully independent work in support of a customer either on site or of-site. Requires Bachelor's degree or equivalent and ten to twelve years related experience or Master's degree with seven to nine years of experience field mathematics, telecommunications, electrical engineering, computer engineering, computer science.

Labor Category	Description
Information Technology Manager	Analyzes complex local and wide area network systems, including planning, designing, evaluating, selecting operating systems and protocol suites and configuring communication media with concentrators, bridges, and other devices. Resolves difficult inter-operability problems to obtain operation across all platforms, including e-mail, files transfer, multimedia, teleconferencing and the like. Configures systems to user environments. Supports acquisition of hardware and software as well as subcontractor services. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and ten to twelve years of related (progressively responsible network systems engineering) experience and management experience. Master's degree in Computer Science preferred.
Information Technology Scientist	Analyzes complex local and wide area network systems, including planning, designing, evaluating, selecting operating systems and protocol suites and configuring communication media with concentrators, bridges, and other devices. Resolves difficult inter-operability problems to obtain operation across all platforms, including e-mail, files transfer, multimedia, teleconferencing and the like. Configures systems to user environments. Supports acquisition of hardware and software as well as subcontractor services. Serves as manager or industry-recognized expert. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and twelve to fifteen years of related (progressively responsible network systems engineering) experience and management experience or Master's degree in Computer Science with nine to eleven years of related experience.
Information Technology Senior Scientist	Directs all aspects of the local and wide area network systems, including planning, designing, evaluating, selecting operating systems and protocol suites and configuring communication media with concentrators, bridges, and other devices. Resolves difficult and complex inter-operability problems to obtain operation across all platforms, including e-mail, files transfer, multimedia, teleconferencing and the like. Analyzes and configures systems to user environments. Supports acquisition of hardware and software as well as subcontractor services. Serves as in-house and industry recognized expert. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and sixteen plus years of related network systems engineering experience. Master's degree in Computer Science preferred.
Information Technology Supervisor	Responsible for the supervision and direction of a group of Information Systems professionals. Coordinates the activities of the group to meet objectives, deadlines, budgets, and coordinate/resolve customer requests. Serves as the technical specialist for the area of assigned responsibility, provides training and guidance of assigned staff. Requires Bachelor's degree (in a technical discipline) or equivalent, and seven to nine years of related experience.

Labor Category	Description
LAN/WAN Engineer, Associate	Performs as entry level engineer in some of the following area: local and wide area networking, communications, and related software/hardware within a multi-platform operating environment. Works in integration of a total network including the planning, design, installation, maintenance, management, and coordination of the corporate LAN/WAN. Learns in areas of technological developments and applications. Recommend network security and policies. May work with Voice and/or Data Communications Analyst. Requires Bachelor degree or equivalent in Computer Science or a related field, and zero to two years of relevant experience.
LAN/WAN Engineer, Staff	Perform as mid-level contributor with knowledge and experience in local and wide area networking, communications, and related software/hardware within a multi-platform operating environment. Responsible for the integration of a network including assisting in the planning, design, installation, maintenance, management, and coordination of the corporate LAN/WAN. Current on most technological developments and applications, and helps to evaluate vendor products to make recommendations for purchase. May work with Voice and/or Data. Requires Bachelor degree or equivalent (Computer Science or a related field), and two to four years of relevant experience.
LAN/WAN Engineer, Senior	Perform as a senior technical participant with knowledge and experience in local and wide area networking, communications, and related software/hardware within a multi-platform operating environment. Responsible for the integration of a total network including the planning, design, installation, maintenance, management, and coordination of the corporate LAN/WAN. Current on technological developments and applications, and evaluate vendor products to make recommendations for purchase. Recommend network security and policies. May work with Voice and/or Data Communications Analyst. Requires Bachelor's degree or equivalent in Computer Science or a related field, and five to seven years of relevant experience are required.
LAN/WAN Engineer, Principal	Perform as a technical expert with advanced knowledge and experience in local and wide area networking, communications, and related software/hardware within a multi-platform operating environment. Responsible for the overall integration of a total network including the planning, design, installation, maintenance, management, and coordination of the corporate LAN/WAN. Current on technological developments and applications, and evaluate vendor products to make recommendations for purchase. Recommend network security and policies. May work with Voice and/or Data Communications Analyst. Requires Bachelor's degree or equivalent in Computer Science or a related field, and seven to nine years of relevant experience are required.

Labor Category	Description
LAN/WAN Engineer, Senior Principal	Perform as the most senior technical expert with advanced knowledge and experience in local and wide area networking, communications, and related software/hardware within a multi-platform operating environment. Responsible for the overall integration of a total network including the planning, design, installation, maintenance, management, and coordination of the corporate LAN/WAN. Current on technological developments and applications, and evaluate vendor products to make recommendations for purchase. Recommend network security and policies. May work with Voice and/or Data Communications Analyst. Requires Bachelor's degree or equivalent in Computer Science or a related field, and ten to twelve years of related experience.
Network Administrator, Associate	Designs, installs, maintain and coordinate the use of the network system. Evaluates hardware, software and peripheral equipment. Manages network performance to maintain high quality transmission service on the network. Maintains, create/deletes user accounts, maintains and updates system security plans on all platforms. Implements and coordinates network policies, procedures and standards. Enforces security procedures. Supervises and schedules the network technician staff and trains users. Performs other duties as assigned which may require specific physical abilities. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and zero to two years of related experience.
Network Administrator, Staff	Designs, installs, maintain and coordinate the use of the network system. Evaluates hardware and software and peripheral equipment for simple networks. Manages network performance. Troubleshoots and resolves problems to ensure quality transmission service on the network. Maintains, creates/deletes user accounts, maintains and updates system security plans on most platforms. Administers network policies, procedures and standards. Enforces security procedures. Performs other duties as assigned which may require specific physical abilities. Requires Bachelor's degree (in Computer Science or Management Information Systems) or equivalent, and two to four years of related (data center environment) experience.
Network Administrator, Senior	Designs, installs, maintains and coordinates the use of the network system. Evaluates hardware and software and peripheral equipment for large, complex networks. Manages network performance. Troubleshoots and resolves complex problems to ensure quality transmission service on the network. Maintains user accounts, maintains and updates system security plans on all platforms. Implements and coordinates network policies, procedures and standards. Enforces security procedures. May supervise and schedule the Network Technician staff and trains users. Performs other duties as assigned which may require specific physical abilities. Requires Bachelor's degree (in Computer Science or

Labor Category	Description
	Management Information Systems) or equivalent, and five to seven years of related (data center environment) experience.
Network Administrator, Principal	Serves as in-house expert to design, install, maintain and coordinate the use of the network system. Evaluates complex hardware and software and peripheral equipment for large, complex networks. Manages network performance. Troubleshoots and resolves complex problems to ensure quality transmission service on the network. Manages and maintains, create/deletes user accounts, maintains and updates system security plans on all platforms. Implements and manages network policies, procedures and standards. Enforces security procedures. Supervises and schedules the Network Technician staff and trains users. Performs other duties as assigned which may require specific physical abilities. Requires Bachelor's degree (in Computer Science or Management Information Systems) or equivalent, and seven to nine years of related (data center environment) experience.
Network Administrator, Senior Principal	As a recognized industry expert manages the company's designs, installation, and maintains and coordinates the use of the network system. Evaluates complex hardware and software and peripheral equipment for large, complex networks. Manages network performance. Troubleshoots and resolves complex problems to ensure quality transmission service on the network. Manages and maintains, create/deletes user accounts, maintains and updates system security plans on all platforms. Implements and manages network policies, procedures and standards. Enforces security procedures. Manages and schedules the Network Technician staff and develops the training for users. Requires Bachelor's degree (in Computer Science or Management Information Systems) or equivalent, and ten to twelve years of related (data center environment) experience.
Network Engineer, Associate	Evaluates, designs, documents, installs, implements, tests, and performs problem isolation and resolution. Monitors, tunes, sets standards and maintain a range of computer network components and systems. Performs these functions across a limited range of network facilities including some, but not all, physical media, protocol stacks, hubs, routers, bridges, gateways, digital servers, line drivers, telecommunications transport facilities, mainframe VTAM, NCP and related software and hardware, and network management components. Utilizes monitoring, performance analysis, network management, software and hardware equipment to troubleshoot and isolate problems, gauge network performance, and trace data and protocol activity. Requires Bachelor's degree (in Computer Science, Math or Engineering) or equivalent, and zero to two years of related experience.

Labor Category	Description
Network Engineer, Staff	Evaluates, designs, documents, installs, implements, tests, performs problem isolation and resolution. Monitors, tunes, sets standards and maintain a range of computer network components and systems. Performs these functions across most of the network facilities including physical media, protocol stacks, hubs, routers, bridges, gateways, digital servers, line drivers, telecommunications transport facilities, mainframe VTAM, NCP and related software and hardware, and network management components. Provides client consulting and training on the interfacing and use of the network facilities. Begins to plan research, evaluate, and recommend new computer network equipment and technologies. Utilizes monitoring, performance analysis, network management, software and hardware equipment to troubleshoot and isolate problems, gauge network performance, and trace data and protocol activity. Devises solutions to moderately complex operational problems within the capacity and operational limitations of installed equipment. Requires Bachelor's degree (in Computer Science, Math or Engineering) or equivalent, and two to four years of related experience.
Network Engineer, Senior	Evaluates, designs, documents, installs, implements, tests, performs problem isolation and resolution, monitors, tunes, and sets standards. Maintains a complex range of computer network components and systems. Performs these functions across a wide range of network facilities including physical media, protocol stacks, hubs, routers, bridges, gateways, digital servers, line drivers, telecommunications transport facilities, mainframe VTAM, NCP and related software and hardware, and network management components. Provides client consulting and training on the interfacing and use of the network facilities. Plans and coordinates computer network initiatives. Researches, evaluates, and recommends new computer network equipment and technologies. Utilizes monitoring, performance analysis, network management, software and hardware equipment to trouble shoot and isolate problems, gauge network performance, and trace data and protocol activity. Devises solutions to operational problems within the capacity and operational limitations of installed equipment. Develops and executes contingency plans for network software and hardware failures including isolated and major outages. Provides internal consulting, technical guidance, information and support to application developers, computer operations, workstation support, company management and departmental clients. Requires Bachelor's degree in (Computer Science, Math or Engineering) or equivalent, and five to seven years of related experience.

Labor Category	Description
Network Engineer, Principal	Evaluates, designs, documents, installs, implements, tests, performs problem isolation and resolution, monitors, tunes, and sets standards. Maintains a complex range of computer network components and systems. Performs these functions across a wide range of network facilities to include: physical media, protocol stacks, hubs, routers, bridges, gateways, digital servers, line drivers, telecommunications transport facilities, mainframe VTAM, NCP (related software/hardware) and network management components. Provides client consulting and training on the interfacing and use of the network facilities. Plans and coordinates major computer network initiatives. Researches, evaluates, and recommends new computer network equipment and technologies. Utilizes monitoring, performance analysis, network management, software and hardware equipment to trouble shoot and isolate problems, gauge network performance, and trace data and protocol activity. Devises solutions to complex operational problems within the capacity and operational limitations of installed equipment. Develops and executes contingency plans for network software and hardware failures including isolated and major outages. Provides internal consulting, technical guidance, information and support to application developers, computer operations, workstation support, company management and departmental clients. Assists in internal training programs. Requires Bachelor's degree (in Computer Science, Engineering, Economics or Math) or equivalent, and seven to nine years of related telecommunication analysis experience.
Network Engineer, Senior Principal	Evaluates, designs, documents, installs, implements, tests, performs problem isolation and resolution, monitors, tunes, and sets standards. Maintains a complex range of computer network components and systems. Performs these functions across a wide range of network facilities including physical media, protocol stacks, hubs, routers, bridges, gateways, digital servers, line drivers, telecommunications transport facilities, mainframe VTAM, NCP and related software/hardware, and network management components. Provides client consulting and training on the interfacing and use of the network facilities. Plans and coordinates major computer network initiatives. Researches, evaluates, and recommends new computer network equipment and technologies. Utilizes monitoring, performance analysis, network management, software and hardware equipment to trouble shoot and isolate problems, gauge network performance, and trace data and protocol activity. Devises solutions to complex operational problems within the capacity and operational limitations of installed equipment. Develops and executes contingency plans for network software and hardware failures including isolated and major outages. Provides internal consulting, technical guidance, information and support to application developers, computer operations, workstation support, company management and departmental clients. Assists in internal training programs. Requires Bachelor's degree (in Computer

Labor Category	Description
	Science, Engineering, Economics or Math) or equivalent, and ten to twelve years of related telecommunication analysis experience.
Network Engineering Senior Manager	Oversees the Network Engineering activities. Reviews and prioritizes network needs and analyzes project costs and feasibility. Develops network analysis standards and methodology consistent with technical requirements. Schedules staff to obtain proper response in a timely manner. Reviews recommendations for network improvement. Requires Bachelor's degree or equivalent and twelve to fifteen years of experience or Master's degree in related field and nine to eleven years of experience, including seven to nine years of management experience.
Program Control Analyst, Associate	Assists in providing on-site project management/administrative support and coordination to a complex contract, project task(s) or business unit. Duties may include contract accounting and reporting, project schedule focus to management, tracking annual fiscal plans and monthly updates, payroll/personnel processing, maintenance and reporting, contract administration, purchasing, facility leasing and service administration. Maintains contract budgets, prepares contract billing, estimates materials, equipment, production costs and delivery schedules. Oversees personnel records, facility administration and purchases equipment and supplies. Requires Bachelor's degree (in Business Administration) or equivalent, and zero to two years of related (project support or management) experience.
Program Control Analyst, Staff	Provides on-site project management/administrative support and coordination to a complex contract, project, task(s) or business unit. Duties may include contract accounting and reporting, project schedule focus to management, tracking annual fiscal plans and monthly updates, payroll/personnel processing, maintenance and reporting, contract administration, purchasing, facility leasing and service administration. Maintains contract budgets, prepares contract-billing, estimates materials, equipment, production costs and delivery schedules. Oversees personnel records, facility administration and purchases equipment and supplies. Requires Bachelor's degree (in Business Administration) or equivalent, and two to four years of related (project support or management) experience.
Program Control Analyst, Senior	Provides senior level on-site project management/administrative support and coordination to a complex contract, project, task(s) or business unit. Duties may include contract accounting and reporting, project schedule focus to management, tracking annual fiscal plans and monthly updates, payroll/personnel processing, maintenance and reporting, contract administration, purchasing, facility leasing and service administration. Maintains contract budgets, prepares contract-billing, estimates materials, equipment, production costs and delivery schedules. Oversees personnel records, facility administration and purchases equipment and supplies. Requires Bachelor's degree (in Business Administration)

Labor Category	Description
	or equivalent, and five to seven years of related (project support or management) experience.
Program Control Analyst, Lead	Provides senior level on-site project management/administrative support and coordination to a complex contract, project, task(s) or business unit. Duties may include contract accounting and reporting, payroll/personnel processing, project schedule focus to management, tracking annual fiscal plans and monthly updates, maintenance and reporting, contract administration, purchasing, facility leasing and service administration. Maintains contract budgets, prepares contract-billing, estimates materials, equipment, production costs and delivery schedules. Oversees personnel records, facility administration and purchases equipment and supplies. Requires Bachelor's degree (in Business Administration) or equivalent, and seven to nine years of related (project management) experience.
Program Control Manager	Manages assigned group of Program Control Analysts who provide on-site administrative support and coordination to various contract(s), project(s), task(s) or business unit (s). Duties may include the management of contract accounting and reporting, payroll/personnel processing, maintenance and reporting, contract administration, purchasing, facility leasing and service administration. Maintains contract budgets, prepares contract billing, estimates materials, equipment, production costs and delivery schedules. Oversees personnel records, facility administration and purchases equipment and supplies. Participates in introducing the Company operating standards, Plans objectives and goals for staff and selects and trains new employees. Requires Bachelor's degree (in Business Administration) or equivalent, and ten to twelve years of related (project support and supervisory/management) experience.
Security Engineer, Associate	Monitors, evaluates, and maintains systems and procedures to protect the data systems and databases from unauthorized users. Identifies potential threats and responds to reported security violations. Determines causes of security breaches. Researches, recommends, and implements changes to procedures to protect data from future violations. Assist in educating users on security procedures. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and zero to two years of related experience.
Security Engineer, Staff	Monitors, evaluates, and maintains systems and procedures to protect the data systems and databases from unauthorized users. Identifies potential threats and responds to reported security violations. Determines causes of security breaches. Researches, recommends, and implements changes to procedures to protect data from future violations. Assists in educating users on security procedures. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and two to four years of related experience.

Labor Category	Description
Security Engineer, Senior	Monitors, evaluates, and maintains systems and procedures to protect the data systems and databases from unauthorized users. Identifies potential threats and responds to reported security violations. Determines causes of security breaches. Researches, recommends, and implements changes to procedures to protect data from future violations. Assists in educating users on security procedures. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and five to seven years of related work experience.
Security Engineer, Principal	Monitors, evaluates, and maintains systems and procedures to protect the data systems and databases from unauthorized users. Identifies potential threats and respond to reported security violations. Determines causes of security breaches. Researches, recommends, and implements changes to procedures to protect data from future violations. May train and develop subordinates through varied project assignments. Assists in educating users on security procedures. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and seven to nine years of related experience.
Security Engineer, Sr Principal	Serves as a company expert in monitoring, evaluating, and maintaining systems and procedures to protect the data systems and databases from unauthorized users. Identifies potential threats and responds to reported security violations. Determines causes of security breaches. Researches, recommends, and implements changes to procedures to protect data from future violations. Educates users on security procedures. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and ten to twelve years of related experience.
Software Developer, Associate	Performs maintenance on existing software products. Assists in coding, testing, and debugging new software or making enhancements to existing software. Writes programs according to specifications from higher-level personnel. Suggests solutions for problems or software enhancements. May assist in the development of user manuals and work with technical staff to learn and understand problems with software. Attends on-going training sessions to achieve a higher level of technical skill. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and zero to two years of related work experience.
Software Developer, Staff	Develops, codes, tests, and debugs new software or enhancements to existing software. Possesses a good understanding of business applications. Works with technical staff to understand and resolve software problems, resolves customer complaints with software and responds to suggestions for software modifications or enhancements. May be involved in the development of software user manuals and demonstrate software. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and two to four years of related experience.

Labor Category	Description
Software Developer, Senior	Performs as a technical expert in the design development, coding, testing, and debugging new software or complex enhancements to existing software. Works with technical staff to understand and to develop resolution of software problems. Resolves customer complaints with software and respond to suggestions for software modifications or enhancements. Participates in the development of software user manuals. Assists in the training of less experienced software development staff and may act as a team leader on less complex projects. Requires Bachelor's degree (in Computer Science or related field) or equivalent and five to seven years of related experience.
Software Developer, Principal	Performs as the technical expert with thorough understanding of the business application of an assigned project. Performs as a project lead with the responsibility for the instruction, assigning, direction, and monitoring of the performance of assigned software developers working on a specific project. Assists in the scheduling and coordinating of projects and may be involved in the design phase of a project. Works with customers and technical staff in the resolution of software problems and respond to suggestions for software modifications or enhancements. Participates in the development of software user manuals. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and seven to nine years of related experience.
Software Developer, Senior Principal	As a senior staff member, performs as the technical expert with thorough understanding of the business application of an assigned project. Perform as a project lead with the responsibility for the instruction, assigning, direction, and monitoring of the performance of assigned software developers working on a specific project. Assist in the scheduling and coordinating of projects and may be involved in the design phase of a project. Work with customers and technical staff in the resolution of software problems and respond to suggestions for software modifications or enhancements. Participate in the development of software user manuals. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and ten to twelve years of related experience.
Software Engineer, Associate	Assists in designing, developing, troubleshooting, and analyzing software programs for computer-based systems. Assists in evaluating/determining user needs with the maintenance of single-product models and subsystems. Performs routine systems modeling, simulation, and analysis. Designs and develops compilers, assemblers, utility programs, and operating systems. As required, provides inputs for documentation of new or existing programs. Primarily interfaces with intra-organizational staff with infrequent contact with inter-organizational staff and outside customers and vendors on routine matters. Requires Bachelor's degree (in Engineering, Computer Science or related field) or equivalent, and zero to two years of related experience.

Labor Category	Description
Software Engineer, Staff	Designs, develops, troubleshoots, and analyzes software programs for computer based systems. Performs systems modeling, simulation, and analysis. Designs and develops compilers, assemblers, utility programs, and operating systems. As required, provides inputs for documentation of new or existing programs. Primarily interfaces with intra-organizational staff with infrequent contact with inter-organizational staff and outside customers and vendors on routine matters. Requires Bachelor's degree (in Engineering, Computer Science or related field) or equivalent, and two to four years of related experience.
Software Engineer, Senior	Performs subsystem definition, preliminary and detailed design, design implementation, subsystem and system integration, and tests for a subsystem. Participates in software requirements review, preliminary and critical design reviews, integration readiness review, and software acceptance reviews. Researches problems discovered by quality assurance or product support and develops solutions to the problems. Supports proposal efforts. Frequent inter-organizational and outside customer contacts. Represents the organization in providing solutions to difficult technical problems associated with specific projects. Requires Bachelor's degree (in Engineering, Computer Science or related field) or equivalent, and five to seven years of related work experience.
Software Engineer, Principal	Performs system and subsystem definition, preliminary and detailed design, design implementation, and subsystem and system integration and tests for a system. Participates in software requirement review, preliminary and critical design, integration readiness review, and software acceptance review. Acts as technical lead for pre-proposal, proposal, and existing program efforts. Involvement in business development includes briefing customers on company capabilities. Supports program management office in technical role. Represents the organization as the prime customer contact on contracts or projects. May research the marketing requirements for a product, including target environment, performance criteria, and competitive issues. Interacts with senior customer personnel on significant technical matters, often requiring coordinated activity across organizational lines. May provide technical guidance to lower level software engineers. Requires Bachelor's degree (in Engineering, Computer Science or related field) or equivalent, and seven to nine years of related experience.

Labor Category	Description
Software Engineer, Sr Principal	Serves as a company expert in performing system and subsystem definition, preliminary and detailed design, design implementation, and subsystem and system integration and tests for a system. Participates in software requirement review, preliminary and critical design, integration readiness review, and software acceptance review. Acts as technical lead for pre-proposal, proposal, and existing program efforts. Involvement in business development includes briefing customers on company capabilities. Supports program management office in technical role. Represents the organization as the prime customer contact on contracts or projects. Interacts with senior customer personnel on significant technical matters, often requiring coordinated activity across organizational lines. Requires Bachelor's degree (in Engineering, Computer Science or related field) or equivalent, and ten to twelve years of related experience.
Software QA Specialist, Associate	Executes test scripts to ensure that quality software is provided for release to production. May also write, create, and modify test scripts to certify system changes, under close supervision. Reviews requirements, specifications and documentation to gain a thorough understanding of the programs and processes to be certified. Provides or validates estimates for assigned tasks. Develops test control databases. Maintains test databases and ensures their integrity and currency. Distributes test data from control database to development staff to satisfy adequate unit testing. Assists with configuration management tasks on a project (test scripts, source code control, coordination of requirement changes) as required. May write trace-ability matrices and test reports. May perform minor program changes or develop software programs as required. Requires Bachelor's degree or equivalent, and zero to two years of related experience.
Software QA Specialist, Staff	Executes test scripts to ensure that quality software is provided for release to production. May write test scripts. Reviews requirements, specifications and documentation to gain a thorough understanding of the programs and processes to be certified. Provides or validates estimates for assigned tasks. Under moderate supervision, creates and modifies test scripts to certify system changes. Develops test control databases. Maintains test databases and ensures their integrity and currency. Distributes test data from control database to development staff to satisfy adequate unit testing. Assists with configuration management tasks on a project (test scripts, source code control, coordination of requirement changes) as required. Releases completed projects into production. May write trace-ability matrices and test reports. May perform minor program changes or develop software programs as required. Requires Bachelor's degree or equivalent, and two to four years of related experience.

Labor Category	Description
Software QA Specialist, Senior	Ensures that quality software is provided for release to production by independently executing test scripts. Writes test scripts. Reviews requirements, specifications and documentation to gain a thorough understanding of the programs and processes to be certified. Provides or validates estimates for assigned tasks. Creates and modifies test scripts to certify system changes. Develops test control databases. Maintains test databases and ensures their integrity and currency. Distributes test data from control database to development staff to satisfy adequate unit testing. Assists with configuration management tasks on a project (test scripts, source code control, coordination of requirement changes) as required. Releases completed projects into production. May write trace-ability matrices and test reports. May perform program changes or develop software programs as required. Requires Bachelor's degree or equivalent, and five to seven years of related experience.
Software QA Specialist, Principal	Executes test scripts to ensure that quality software is provided for release to production. Develops test scripts. Reviews requirements, specifications and documentation to gain a thorough understanding of the programs and processes to be certified. Provides or validates estimates for assigned tasks. Creates and modifies test scripts to certify system changes. Develops test control databases. Maintains test databases and ensures their integrity and currency. Distributes test data from control database to development staff to satisfy adequate unit testing. Assists in developing the configuration management tasks on a project (test scripts, source code control, coordination of requirement changes) as required. Releases completed projects into production. Writes trace-ability matrices and test reports. Performs major program changes or develops software programs. Requires Bachelor's degree or equivalent, and seven to nine years of related experience.
Software QA Specialist, Sr Principal	Ensures that quality software is provided for release to production by independently executing test scripts. May supervise more junior staff in writing test scripts. Develops and reviews requirements, specifications and documentation to provide staff and users with a thorough understanding of the programs and processes to be certified. Provides estimates for assigned tasks. As lead QA specialist, creates and modifies test scripts to certify system changes. Develops test control databases. Maintains test databases and ensures their integrity and currency. Distributes test data from control database to development staff to satisfy adequate unit testing. Defines configuration management tasks on a project (test scripts, source code control, coordination of requirement changes) as required. Releases completed projects into production. Helps develop trace-ability matrices and test reports. Performs all major program changes or oversees the development software programs as required. Requires Bachelor's degree or equivalent, and ten to twelve years of related experience.

Labor Category	Description
Subject Matter Expert	Serves as experienced consultant with experience in supporting large projects related to the individual subject matter expertise. Beginning expertise in functional domains such as finance, personnel, acquisition, etc. Performs research, collection, collation and compilation of data, and preparation of inputs into larger reports. Evaluates and interprets findings. Prepares finished products for review by team leader or higher level analysts. Interfaces with external entities to collect data. Uses and/or develops computer tools to facilitate analysis tasks. Prepares monthly status reports. May be assigned to customer site. May prepare and present briefings. Requires Bachelor's degree in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, and Psychology or other related disciplines and eight to ten years of experience or Master's degree and six to eight years of related experience or PhD and four to six years of related experience.
Subject Matter Expert, Senior	Serves as experienced consultant with experience in supporting large projects related to the individual subject matter expertise. Prepares and delivers presentations to colleagues, subordinates, and government representatives. Assures the proper use of current or requested programming, testing and documentation techniques. Produces, reviews and documents reflecting knowledge of areas as identified in the statement of work. Requires Bachelor's degree in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, and Psychology or other related disciplines and ten to twelve years of experience or Master's degree and eight to ten years of related experience or PhD and five to seven years of related experience.
Subject Matter Expert, Principal	Relevant experience includes supporting large projects related to the individuals subject matter expertise. Advanced expertise in functional domains such as finance, personnel, acquisition, etc. Experience as a Project Manager. Prepares and delivers presentations to colleagues, subordinates, and government representatives. Assures the proper use of current or requested programming, testing and documentation techniques. Produces and/or reviews substantive and/or complex documentation reflecting detailed knowledge of areas as identified in the statement of work. Requires Bachelor's degree in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, and Psychology or other related disciplines and twelve to fifteen years of experience or Master's degree and ten to twelve years of related experience or PhD and eight to nine years of related experience. Requires Bachelor's degree in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources development, and Psychology or

Labor Category	Description
	other related disciplines and twelve to fifteen years of experience or Master's degree and ten to twelve years of related experience or PhD and eight to nine years of related experience.
Subject Matter Expert, Senior Principal	Renowned expertise in functional domains such as finance, personnel, acquisition, etc. or technical disciplines such as computer security, network engineering, etc. Extensive experience as technical leaders and senior Project Managers. Prepares and delivers presentations to colleagues, subordinates, and government representatives. Assures the proper use of current or requested testing and documentation techniques. Produces, reviews substantive and complex documentation reflecting detailed knowledge of areas as identified in the statement of work. Requires Bachelor's degree in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, and Psychology or other related disciplines, fifteen plus years of experience; or Master's degree, twelve plus years of related experience; or PhD, ten plus years of related experience and project management experience.
Systems Administrator, Associate	Maintains data files and control procedures for a system of networked computers or for a single group of microcomputers linked to a host workstation, or mainframe. Responsible for system security and data integrity. Assigns passwords and monitors use of resources, backs up files as required and responds to management requests for information. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and zero to two years of related experience.
Systems Administrator, Staff	Maintains data files and control procedures for a complex system of networked computers or for a single group of microcomputers linked to a host workstation, or mainframe. Monitors system security and data integrity. Assigns passwords and monitors use of resources, backs up files as required and responds to management requests for information. Performs other duties as assigned which may require specific physical abilities. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and two to four years of related experience.
Systems Administrator, Senior	Maintains data files and control procedures for a complex system of networked computers or for a single group of microcomputers linked to a host workstation, or mainframe. Responsible for system security and data integrity. Assigns passwords and monitors use of resources, backs up files as required and responds to management requests for information. Provides technical guidance to lesser-experienced systems administrators. Performs other duties as assigned which may require specific physical abilities. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and five to seven years of related experience.

Labor Category	Description
Systems Administrator, Principal	Maintain data files and control procedures for a complex system of networked computers or for a single group of microcomputers linked to a host workstation, or mainframe. Responsible for system security and data integrity. Assigns passwords and monitors use of resources, backs up files as required and works with management to define requests for information. Provides technical guidance to lesser-experienced systems administrators. Performs other duties as assigned which may require specific physical abilities. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and seven to nine years of related experience.
Systems Administrator, Senior Principal	Serves as a company expert in establishing procedures for the maintenance of data files and control procedures for a complex system of networked computers or for a single group of microcomputers linked to a host workstation, or mainframe. Responsible for system security and data integrity. Monitors and defines the use of resources, and works with management to define requests for information. Provides technical guidance to lesser-experienced systems administrators. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and ten to twelve years of related experience.
Systems Administration Manager	Oversees and manages the daily operations of the Systems Administration department and staff and apply systems knowledge to ensure that the operating systems and security measures are in place and are running efficiently. Responsible for hiring, motivating, counseling and scheduling staff. Requires Bachelor's degree (in a technical discipline) or equivalent, and ten to twelve years of related experience.
Systems Analyst, Associate	Establish operational databases, software configuration control and system interfaces for computer system(s) assigned. Maintain file servers, network access, document and analyze system anomalies to ensure optimum equipment performance. Prepares system for operational use and support operational tests. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and zero to two years of related experience.
Systems Analyst, Staff	Establishes operational databases, software configuration control and system interfaces for computer system(s) assigned. Maintains file servers, network access, document and analyze system anomalies to ensure optimum equipment performance. Prepares system for operational use and support operational tests. Requires Bachelor's degree (in Computer Science, Management Information Systems or related field) or equivalent, and two to four years of related experience.

Labor Category	Description
Systems Analyst, Senior	Establish complex operational databases, software configuration control and system interfaces for computer system(s) assigned. Maintain file servers, network access, document, analyze, and troubleshoot system anomalies to ensure optimum equipment performance. Prepare system for operational use and support operational tests. Requires Bachelor's degree (in Computer Science, Management Information Systems or related field) or equivalent, and five to seven years of related experience.
Systems Analyst, Principal	Establishes complex operational databases, software configuration control and system interfaces for computer system(s) assigned. Maintains file servers, network access, document, analyze, and troubleshoot system anomalies to ensure optimum equipment performance. May supervise less experienced systems personnel. Prepare system for operational use and oversee operational tests. Requires Bachelor's degree (in Computer Science, Management Information Systems or related field) or equivalent, and seven to nine years of related experience.
Systems Analyst, Senior Principal	Serves as a company expert in establishing complex operational databases, software configuration control and system interfaces for computer system(s) assigned. Develops procedures to maintain file servers, network access, document, analyze, and troubleshoot system anomalies to ensure optimum equipment performance. May supervise less experienced systems personnel. Prepares system for operational use and oversee operational tests. Requires Bachelor's degree (in Computer Science, Management Information Systems or related field) or equivalent, and ten to twelve years of related experience.
Systems Engineer, Associate	Assists in the coding and maintenance of utility programs, job control language and input/output handling programs, as well as other software of minimal complexity. Provides functional and empirical analysis related to the design, development, and implementation of hardware and software operating systems for the organization's products. May assist in the maintenance of program libraries and technical manuals. Attends on-going training sessions to achieve a higher level of technical skill. Requires Bachelor's degree (in Computer Science, Math, Electrical Engineering or related field) or equivalent, and zero to two years of related work experience.

Labor Category	Description
Systems Engineer, Staff	Assists in the definition and programming of moderately complex software. Works effectively on several phases of systems/software programming/analysis with little direction, but may require some instruction and guidance for other aspects. Provides functional and empirical analysis related to the design, development, and implementation of hardware and software operating systems for the organization's products. May assist in the coding of benchmark testing, job accounting and other control modules developed internally by the company. May assist with moderately complex software applications, such as system generations, compilers, link editors, and assemblers. Requires Bachelor's degree (in Computer Science, Math, Electrical Engineering or related field) or equivalent, and two to four years of related experience.
Systems Engineer, Senior	Works from specifications to develop or modify complex software programs to enhance an operating system. May give some direction and guidance to less experienced software systems engineers. Investigates and resolves operational problems in conjunction with other engineering and technical personnel. Develops logic, codes, tests and debugs software packages. Modifies, tests, and debugs retail utilities. Packages and engineers releases to integrate with the company's operating systems. Develops and modifies complex software, such as routines supporting multiprogramming, telecommunications and file management. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and five to seven years of related work experience.
Systems Engineer, Principal	Provides expertise and direction in the development or modification of complex software programs to enhance an operating system. Provides functional and empirical analysis related to the design, development, and implementation of hardware and software operating systems for the organization's products. Responsible for the instruction, assigning, and overseeing the performance of less experienced software systems engineers. Coordinates the activities of the software engineering department with other sections of the corporation's information systems operation. May train and supervise subordinate systems engineers. Requires Bachelor's degree (in Computer Science, Math, Electrical Engineering or related field) and seven to nine years of related experience.
Systems Engineer, Sr Principal	Performs as the highest-level technical expert, providing both internal and external consulting services. Works independently on advanced systems/software analysis projects. Develops and may conduct training programs. Remains current in operating systems/software analysis and technological developments/applications. Recommends future direction or projects to management. Provides expertise and direction in the development or modification of complex software programs to enhance an operating system. Requires Bachelor's degree (in Computer Science, Math, Electrical Engineering or related field) or equivalent, and ten to twelve years of related experience.

Labor Category	Description
Assistant Technical Director	Assists in the management of a directorate or is at an entry level in management of a directorate under the close supervision of the Technical or Executive Director. Manages one or more programs. May supervise professional and technical personnel performing in their regular disciplines. May participate in the development and execution of budgets, sales and marketing plans and other strategic tools. Participates in directorate efforts toward achieving established objectives. May serve as the primary or assistant technical and management interface for the company, customer, and senior staff. Provides management services including general administrative oversight, time accounting, financial tracking, cost projection, inventory management, personnel evaluation and support. Responsible for the preparation of and accountability for all contract deliverables. Provides administrative support to tech Quality Assurance Unit and Health and Safety organizations to insure all related contract objectives are achieved. Responsible for assisting in the technical leadership and direction to a multidisciplinary staff. Develops and operates a variety of technical systems related to the specific job function. Specifies systems requirements and insures that completed systems meet requirements. Supports data acquisition process control. Prepares and approves Standard Operating Procedures, Protocols and other technical documentation. Requires Bachelor's degree or equivalent, and ten to twelve years of related (technical environment) experience, financial management including budgeting and cost projections experience, and management experience.

Labor Category	Description
Technical Director 1	Directs and guides the technical activities within a division with supervisory and developmental responsibilities within a functional area. Manages one or more projects or programs, may manage an operating office and supervises professional and technical personnel performing in their customary disciplines. Develops and maintains a sales and marketing plan to achieve previously agreed-upon objectives endorsed by division and group management. Maintains aggressive efforts to achieve objectives. Manages one or more technical programs. Acts as a technical liaison with vendors. Trains and supervises personnel. Assists in proposal process and coordinates with Pricing Department when required. Responsible for all phases of the program budget. Performs analysis for contract reviews with various software. Develops marketing plans. Develops Quality Assurance Programs for all products and services. Prepare Staffing Plans, including skill and labor mix, to support contract operations. May be responsible for recruiting, interviewing, and hiring staff Assign Staff and provide technical direction as necessary to complete task. Monitors contract, subcontract, and funding; prepare forecasts of program financial performance. Develops and deliver required contract , departmental, project and/or financial reports. Interacts readily with the technical staff and vendors both within and outside the company.. Ability to conduct independent research. Requires Bachelor's degree or equivalent, and twelve to fifteen years of related (technical environment) experience and management experience including developing operating budgets and reporting/assessing financial information.
Technical Director 2	Directs one or more technical projects/programs within a functional area. May manage an operating office and supervises professional and technical personnel performing in their customary disciplines. Develops and maintains a sales and marketing plan to achieve previously agreed-upon objectives endorsed by division and group management. Maintains aggressive efforts to achieve objectives. Acts as a technical liaison with vendors within and outside the company. Assists in proposal process and coordinates with Pricing Department when required. Responsible for all phases of the program budget. Performs analysis for contract reviews with various software. Develops marketing plans and Quality Assurance Programs for all products and services. Prepare Staffing Plans, including skill and labor mix, to support contract operations. Conducts independent research. Responsible for recruiting, interviewing, hiring and training staff. Assigns staff and provide technical direction to complete task. Monitors contract, subcontract, and funding; prepare forecasts of program financial performance. Develops and deliver required contract, departmental, project and/or financial reports. Requires Bachelor's degree or equivalent in a relevant discipline and sixteen plus years work experience including developing operating budgets and reporting/ assessing financial information.

Labor Category	Description
Director, Information Technology	Directs all aspects of the information systems function. Determines operating philosophy of department and ensures the philosophy is translated into action. Provides top management with technical information and recommendations on information technology. Maintains company and competitive posture in information technology usage. Ensures adequate budget for capital equipment and technical manpower acquisition. Requires Bachelor's degree or equivalent, in computer science or related field and 16 plus years of experience or Master's degree, or equivalent, and twelve plus years of information technology management experience.
Systems Architect	Under minimal supervision designs, implements, and maintains the organization's application systems and/or IT infrastructure for moderately complex systems. Understands user and process requirements and ensures those requirements can be achieved through high quality deliverables. Works closely with developers and engineers to develop road maps for applications, align development plans, and to ensure effective integration among information systems and the IT infrastructure. Ensures that solutions are continuously improved, supported, and aligned with industry and company standards as well as emerging business requirements. Understands the interactions between systems, applications, and services within the environment, and evaluate the impact of changes or additions for moderately complex systems. Analyzes systems and perform usability testing to ensure performance and reliability, enhance scalability, and meet security requirements. Requires a Bachelor's Degree and four to five years experience or equivalent education.
Systems Architect, Senior	Designs, implements, and maintains the organization's application systems and/or IT infrastructure for complex systems. Provides an architectural framework for information system development, maintenance, and enhancement efforts. Understands user and process requirements and ensures those requirements can be achieved through high quality deliverables. Works closely with developers and engineers to develop road maps for applications, align development plans, and to ensure effective integration among information systems and the IT infrastructure. Ensures that solutions are continuously improved, supported, and aligned with industry and company standards as well as emerging business requirements. Understands the interactions between systems, applications, and services within the environment, and evaluate the impact of changes or additions for complex systems. Analyzes systems and perform usability testing to ensure performance and reliability, enhance scalability, and meet security requirements. May assist less experienced peers. Requires a Bachelor's Degree and six to nine years experience or equivalent education.

Labor Category	Description
Systems Architect, Principal	Performs as the technical expert in designing, implementing, and maintaining the organization's application systems and/or IT infrastructure for highly complex systems. Provides an architectural framework for information system development, maintenance, and enhancement efforts. Understands user and process requirements and ensure those requirements can be achieved through high quality deliverables. Works closely with management, developers, and engineers to develop road maps for applications, align development plans, and to ensure effective integration among information systems and the IT infrastructure. Monitors technological advancements to ensure that solutions are continuously improved, supported, and aligned with industry and company standards as well as emerging business requirements. Understand the interactions between systems, applications, and services within the environment, and evaluate the impact of changes or additions for highly complex systems. Analyze systems and perform usability testing to ensure performance and reliability, enhance scalability, and meet security requirements. Assists less experienced peers. Requires a Bachelor's Degree and 10 to 14 years experience or equivalent education.Performs as the technical expert in designing, implementing, and maintaining the organization's application systems and/or IT infrastructure for highly complex systems. Provides an architectural framework for information system development, maintenance, and enhancement efforts. Understands user and process requirements and ensure those requirements can be achieved through high quality deliverables. Works closely with management, developers, and engineers to develop road maps for applications, align development plans, and to ensure effective integration among information systems and the IT infrastructure. Monitors technological advancements to ensure that solutions are continuously improved, supported, and aligned with industry and company standards as well as emerging business requirements. Understand the interactions between systems, applications, and services within the environment, and evaluate the impact of changes or additions for highly complex systems. Analyze systems and perform usability testing to ensure performance and reliability, enhance scalability, and meet security requirements. Assists less experienced peers. Requires a Bachelor's Degree and 10 to 14 years experience or equivalent education.Performs as the technical expert in designing, implementing, and maintaining the organization's application systems and/or IT infrastructure for highly complex systems. Provides an architectural framework for information system development, maintenance, and enhancement efforts. Understands user and process requirements and ensure those requirements can be achieved through high quality deliverables. Works closely with management, developers, and engineers to develop road maps for applications, align development plans, and to ensure effective

Labor Category	Description
	integration among information systems and the IT infrastructure. Monitors technological advancements to ensure that solutions are continuously improved, supported, and aligned with industry and company standards as well as emerging business requirements. Understand the interactions between systems, applications, and services within the environment, and evaluate the impact of changes or additions for highly complex systems. Analyze systems and perform usability testing to ensure performance and reliability, enhance scalability, and meet security requirements. Assists less experienced peers. Requires a Bachelor's Degree and 10 to 14 years experience or equivalent education.
Technical Writer, Associate	Researches, writes, edits, and proofreads technical data for use in documents or sections of documents such as manuals, procedures and specifications. Ensures technical documentation is accurate, complete, meets editorial and government specifications and adheres to standards for quality, graphics, coverage, format, and style. Assists in establishing style guidelines and standards for texts and illustrations. Requires Bachelor’s degree or equivalent in related technical field and zero to two years of related (technical writing/copy editing) experience.
Technical Writer, Staff	Researches, writes, edits, and proofreads technical data for use in documents or sections of documents such as manuals, procedures and specifications. Ensures technical documentation is accurate, complete, meets editorial and government specifications and adheres to standards for quality, graphics, coverage, format, and style. Assists in establishing style guidelines and standards for texts and illustrations or equivalent. Requires Bachelor’s degree or equivalent (in related technical field) and two to four years of related (technical writing and copy editing) experience.
Technical Writer, Senior	Researches, organizes, writes, edits, and produces technical data for major publication projects. Organizes material and writes descriptive copy according to standards regarding order, clarity, conciseness, style, and terminology. Ensures technical documentation is accurate, complete, meets editorial and government specifications and adheres to standards for quality, graphics, coverage, format, and style. May participate in the establishment of style guidelines and standards for texts and illustrations. May provide work leadership for lower level employees. Requires Bachelor’s degree or equivalent in related technical field and five to seven years of related (technical writing/editing) experience.

Labor Category	Description
Technical Writer, Principal	Oversees the writing of technical reports, brochures, and manuals for internal documentation, client reference, or publications. Researches, organizes, writes, edits, and produces data for use in a wide variety of complex technical publications requiring in-depth knowledge and understanding of the subject matter. Recommends overall organization and layout, editorial standards and publication methods. Coordinates publication with outside sources and vendors as needed. Develops department editing standards and styles. May provide work Leadership for lower level employees. Requires Bachelor's degree or equivalent in related technical field and seven to nine years of related (technical writing/editing) experience.
Help Desk Specialist, Staff	Responsible for providing support to end-user community on hardware, software and network related problems, questions, and use. Provides resolutions to out of the ordinary issues for users. If unable to diagnose problem, will work with Help Desk Management to diagnose and resolve problem. Responds to tier two and higher trouble tickets. Ensures problem ownership and promotes end-user satisfaction. Closes activities of tickets assigned. Requires Bachelor's Degree (in Computer Science or related field) or equivalent, and two to four years of related experience in computer hardware, software, networking systems, and in the set-up, configuration, use, and troubleshooting of computer systems.
Help Desk Specialist, Senior	Responsible for providing support to end-user community on difficult hardware, software and network related problems, questions, and use. May provide training and guidance to more junior help desk personnel. Provides resolutions to out of the ordinary issues for users. If unable to diagnose problem, will work with Help Desk Management to diagnose and resolve problem. Responds to tier two and higher trouble tickets. Ensures problem ownership and promotes end-user satisfaction. Closes activities of tickets assigned. Responsible for providing in-depth and high level, support to end-user community on hardware, software and network related problems, questions, and use. Provides problem resolution to users. Confers with user to determine problem. Ensures problem ownership and promotes end-user satisfaction. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and five to seven years of related experience in computer hardware, software, networking systems, and in the set-up, configuration, use, and troubleshooting of computer systems.

Labor Category	Description
Help Desk Specialist, Principal	Serving as company or contract expert, responsible for providing telephone support to end-user community on complex hardware, software and network related problems, questions, and use. May provide training and guidance to more junior help desk personnel. Provides first level problem resolution on the telephone with users, walks the user through a series of steps to determine problem and classify level, priority and nature of problem. If unable to diagnose problem and/or problem requires physical interaction with end user dispatches field engineers from appropriate team. Opens, tracks and closes trouble tickets; ensures problem ownership and promotes end-user satisfaction. Tracks activities of field engineers to who tickets were assigned. Trained and certified in automated help desk management systems. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and seven to nine years of related experience in computer hardware, software, networking systems, and in the set-up, configuration, use, and troubleshooting of computer systems.
Senior Office Administrator	Provides on-site administrative support and coordination to a complex contract, project or task(s). Maintains and tracks costs and performances on contract. Oversees the administrative and clerical functions of assigned contracts, projects, or tasks. Maintains office records and files. May collect time sheets and other personnel records or paperwork for corporate processing. Requires Bachelor's degree or equivalent and two to four years of related experience.

Labor Category Descriptions applicable to SIN 54151HEAL

Labor Category Equivalency Language
ManTech is proposing the following labor categories and associated qualifications for services under this contract. All categories may be subject to the requirement of a government security investigation and may need to meet eligibility requirements for access to classified information. Where the job description requires a certain level of educational qualification or "equivalent experience", one year of education equates to 1.5 years of experience. The following guidelines are provided:
High School Diploma 2 years directly related experience Associate Degree 3 – 5 years directly related experience Bachelors Degree 6 – 8 years directly related experience Masters Degree 9 years directly related experience
Subcontractors are to be included on task orders under the contract labor categories and rates, when possible. Upon the approval of the ordering agency, subcontractors may be included as off-schedule costs if their services are not suitable under the contract labor categories as listed herein.

Labor Category	Description
Health Task Supervisor, Associate	Responsible for the coordination and supervision of a specific technical task or function. Ensures all activities are carried out in accordance with project commitments or specific objectives. Typically supervises between 2 and 10 employees. Responsible for day-to-day coordination and administration of tasks by ensuring quality and productivity standards are maintained while meeting client schedules. Coordinates with other contract and subcontract personnel to ensure work moves smoothly from one functional area to another. Works with project manager and/or client to prepare work schedules and man-hour estimates. Ensures proper training of subordinates. Maintains record of changes in instructions and ensures all team members are informed of changes. Assigns and reviews subordinates' performance. Prepares performance evaluations. Ensures completion of administrative reporting, e.g., timecards, daily statistics, logs, and task narratives. Responds to client requests and questions. Assists with writing manuals and other documentation. Responsible for status and task management reports for area of responsibility. Requires Bachelor's degree in related field or equivalent, and zero to two years of related experience.

Labor Category	Description
Health Task Supervisor, Staff	Responsible for the coordination and supervision of a specific technical task or function. Ensures all activities are carried out in accordance with project commitments or specific objectives. Typically supervises between 10 and 30 employees. Responsible for day-to-day coordination and administration of tasks by ensuring quality and productivity standards are maintained while meeting client schedules. Coordinates with other contract and subcontract personnel to ensure work moves smoothly from one functional area to another. Works with project manager and/or client to prepare work schedules and man-hour estimates. Ensures proper training of subordinates. Maintains record of changes in instructions and ensures all team members are informed of changes. Assigns and reviews subordinates' performance. Prepares performance evaluations. Ensures completion of administrative reporting, e.g., timecards, daily statistics, logs, and task narratives. Responds to client requests and questions. Assists with writing manuals and other documentation. Responsible for status and task management reports for area of responsibility. Sets up and manages project facilities as dictated by workload requirements. Requires Bachelor's degree in related field or equivalent, and two to four years of related experience.
Health Task Supervisor, Senior	Responsible for the coordination and supervision of a specific technical task or function. Ensures all activities are carried out in accordance with project commitments or specific objectives. Typically supervises more than 30 employees. Responsible for day-to-day coordination and administration of tasks by ensuring quality and productivity standards are maintained while meeting client schedules. Coordinates with other contract and subcontract personnel to ensure work moves smoothly from one functional area to another. Works with project manager and/or client to prepare work schedules and man-hour estimates. Ensures proper training of subordinates. Maintains record of changes in instructions and ensures all team members are informed of changes. Assigns, reviews subordinates' performance and may prepares performance evaluations. Ensures completion of administrative reporting (timecards, daily statistics, logs, and task narratives.) Responds to client requests and questions. Assists with writing manuals and other documentation. Responsible for status and task management reports for area of responsibility. Sets up and manages project facilities as dictated by workload requirements. Requires Bachelor's degree in related field or equivalent, and five to seven years of related experience.
Health Project Manager, Deputy	Assists higher level program/project manager in directing the project life cycle by assisting in development of comprehensive project plans to include both long and short-range goals and milestones. Identifies, acquires, and utilizes company resources to achieve project technical objectives. Directs a project team usually within a matrix organization, monitoring and encouraging functional organizations to complete milestones within specific budgets and schedules. May occasion interface with external customers and top management to communicate status of project throughout life cycle. Requires Bachelor's degree or equivalent, and seven to nine years of related experience.

Labor Category	Description
Health Project Manager	Responsible for the performance of relatively small technical projects or a definable portion of a larger technical program in accordance with contract requirements and company policies, procedures and guidelines. Directs and supervises all support resources for the performance of project assignments and activities. Manages the technical direction of a project through the design, implementation, and testing in accordance with project objectives. Responsible for acquiring follow-on business associated with assigned projects and for supporting new business development by leading relatively small proposals or assisting with major proposals. Requires Bachelor's degree or equivalent, and ten to twelve years of related (technical environment) experience.
Health Program Manager	Responsible for the performance of a relatively significant program or multiple smaller programs in accordance with contract requirements and company policies, procedures and guidelines. Oversees the technology development and/or application, marketing, and resource allocation within program client base. Program area typically represents more than three functional areas such as engineering, systems analysis, quality control and administration. Responsible for acquiring follow-on business associated with assigned programs and for supporting new business development by leading proposals. Requires Bachelor's degree or equivalent, and twelve to fifteen years of related (technical environment) experience including management experience.
Health Program Director	Responsible for the successful technical, schedule, and cost performance of a major program, or multiple programs, through subordinate program/project managers, in accordance with contract requirements and company policies, procedures and guidelines. Responsible for acquiring follow-on business associated with assigned programs and for supporting new business development by leading proposals or through program/project managers. Requires Bachelor's degree or equivalent, and sixteen plus years experience in a related technical environment, including five years related management experience.
Health Database Analyst, Associate	Assists in administering database organizations, standards, controls, procedures, and documentation. Provides entry level technical consulting in the definition, design, and creation of a database environment. Develops applications to help formulate database solutions to business problems, data architectures, database management system facilities and capabilities, and the operation and tuning of databases. Maintains databases with respect to access methods, access time, batch processes, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Includes maintenance of database dictionaries, and integration of systems through database design. Maintains database dictionaries. Maintains and documents JCL, shell scripts and batch processes. Ensures that documentation is complete and up-to-date. Applies procedures for periodic database backup. Requires Bachelor's degree or equivalent, and zero to two years of related experience.

Labor Category	Description
Health Database Analyst, Staff	Administers database organizations, standards, controls, procedures, and documentation. Provides technical consulting in the definition, design, and creation of a database environment. Assists applications development staff and users on database solutions to business problems, data architectures, database management system facilities and capabilities, and the operation and tuning of databases. Implements and maintains databases with respect to access methods, access time, batch processes, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Includes maintenance of database dictionaries, and integration of systems through database design and implementation. Maintains database dictionaries and documents JCL, shell scripts and batch processes. Ensures that documentation is complete and up-to-date. Develops and applies procedures for periodic database backup. Requires Bachelor's degree (in Computer Science, Management Information Systems or related field) or equivalent, and two to four years of related experience.
Health Database Analyst, Senior	Defines and administers database organizations, standards, controls, procedures, and documentation. Provides experienced technical consulting in the definition, design, and creation of a database environment. Advises applications development staff and users on database solutions to business problems, data architectures, database management system facilities and capabilities, and the operation and tuning of databases. Ensures economic and efficient availability of data within adequate safeguards. Designs, implements, and maintains databases with respect to access methods, access time, batch processes, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Includes maintenance of database dictionaries, and integration of systems through database design. Develops and maintains expertise in use of automated tools for database design and implementation. Requires Bachelor's degree (in Computer Science, Management Information Systems) or equivalent, and five to seven years of related (data center environment) experience.
Health Database Analyst, Principal	Defines and oversees database organizations, standards, controls, procedures, and documentation. Provides experienced technical consulting in the definition, design, and creation of a database environment. Advises applications development staff and users on database solutions to business problems, data architectures, database management system facilities and capabilities, and the operation and tuning of databases. Ensures economic and efficient availability of data within adequate safeguards. Designs and implements databases with respect to access methods, access time, batch processes, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Develops and maintains expertise in use of automated tools for database design and implementation.Develops, maintains and documents JCL, shell scripts and batch processes. Participates as a leader and as a team member, and works to maintain a positive environment. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and seven to nine years of related experience.

Labor Category	Description
Health Database Analyst, Senior Principal	Defines database organizations, standards, controls, procedures, and documentation. Provides experienced technical consulting in the definition, design, and creation of a database environment. Advises applications development staff and users on database solutions to business problems, data architectures, database management system facilities and capabilities, and the operation and tuning of databases. Ensures economic and efficient availability of data within adequate safeguards. Develops expertise in use of automated tools for database design and implementation. Develops procedures to address needs of JCL, shell scripts and batch processes. Ensures that documentation is complete and up-to-date. Develops procedures relating to database and application security including procedures by which access is authorized, enabled, changed and withdrawn. Develops procedures for periodic database backup. Participates as a leader and as the senior team member. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and ten to twelve years of related experience.
Health Database Manager	Responsible for all activities related to the design, implementation and administration of computerized databases. Assigns personnel to various projects and directs their activities; reviews and evaluates their work and prepares performance reports. Confers with and advises subordinates on administrative policies and procedures, technical problems, priorities and methods. Consults with and advises users of the various databases. Projects long-range requirements for database administration and design in conjunction with other managers in the information systems function. Prepares activity and progress reports regarding the database design process. A Bachelor degree or equivalent in a related field and ten to twelve years of relevant work experience are required.
Health Database Engineer, Assoc	Operates at the system level and has learned skills that will apply across the full system life cycle from requirements through database design and implementation. Is trained in system design and development skill as well as database-related skills. The Database Engineer's focus is database-centric, based on the understanding that the heart of every information system is the database, but with a solid view of how the database integrates and operates with other system components. Requirements and design activities will include one of the following: security, backup and recovery, and availability considerations. Will set up and test different design scenarios (or to direct these activities) early in the system development life cycle as part of the process of validating the suitability of proposed design alternatives. Test scenarios must generate sufficient performance data to support database design decisions. Requires Bachelor's degree or equivalent, and zero to two years of related experience.

Labor Category	Description
Health Database Engineer, Staff	Operates at the system level and has learned skills that will apply across the full system life cycle from requirements through database design and implementation. Is trained in system design and development skill as well as database-related skills. The Database Engineer's focus is database-centric, based on the understanding that the heart of every information system is the database, but with a solid view of how the database integrates and operates with other system components. Requirements and design activities will include one of the following: security, backup and recovery, and availability considerations. Will set up and test different design scenarios (or to direct these activities) early in the system development life cycle as part of the process of validating the suitability of proposed design alternatives. Test scenarios must generate sufficient performance data to support database design decisions. Requires Bachelor's degree or equivalent, and two to four years of related experience.
Health Database Engineer, Senior	Operates at the system level and has learned skills that will apply across the full system life cycle from requirements through database design and implementation. Is trained in system design and development skill as well as database-related skills. The Database Engineer's focus is database-centric, based on the understanding that the heart of every information system is the database, but with a solid view of how the database integrates and operates with other system components. Skills include defining data and database requirements, defining database design alternatives, designing logical data models, and designing physical databases. May be a skilled DBA, as is often the case, but in all cases understands advanced database concepts such as replication or parallel operations and knows when, from a system perspective, to apply them as part of the engineered solution. Will set up and test different design scenarios (or to direct these activities) early in the system development life cycle as part of the process of validating the suitability of proposed design alternatives. Test scenarios must generate sufficient performance data to support database design decisions. Requires Bachelor's degree or equivalent, and five to seven years of related experience.
Health Database Engineer, Principal	Operates at the system level and has learned skills that will apply across the full system life cycle from requirements through database design and implementation. Is trained in system design and development skill as well as database-related skills. The Database Engineer's focus is database-centric, based on the understanding that the heart of every information system is the database, but with a solid view of how the database integrates and operates with other system components. Skills include defining data and database requirements, defining database design alternatives, designing logical data models, and designing physical databases.May be a skilled DBA, as is often the case, but in all cases understands advanced database concepts such as replication or parallel operations and knows when, from a system perspective, to apply them as part of the engineered solution. Will set up and test different design scenarios (or to direct these activities) early in the system development life cycle as part of the process of validating the suitability of proposed design alternatives. Test scenarios must generate sufficient performance data to support database design decisions. Requires Bachelor's degree or equivalent, and seven to nine years of related experience.

Labor Category	Description
Health Database Engineer, Sr Principal	Operates at the system level and has learned skills that will apply across the full system life cycle from requirements through database design and implementation. Is trained in system design and development skill as well as database-related skills. The Database Engineer's focus is database-centric, based on the understanding that the heart of every information system is the database, but with a solid view of how the database integrates and operates with other system components. Skills include defining data and database requirements, defining database design alternatives, designing logical data models, and designing physical databases.May be a skilled DBA, as is often the case, but in all cases understands advanced database concepts such as replication or parallel operations and knows when, from a system perspective, to apply them as part of the engineered solution. Will set up and test different design scenarios (or to direct these activities) early in the system development life cycle as part of the process of validating the suitability of proposed design alternatives. Test scenarios must generate sufficient performance data to support database design decisions. Requires Bachelor's degree or equivalent, and ten to twelve years of related experience.
Health Analyst/Computer Forensic Intrusion, Associate	Assists in providing computer forensic and intrusion support to high technology investigations in the form of computer evidence seizure, computer forensic analysis, data recovery, and network assessments. Assists in conduct vulnerability assessments/penetration tests of information systems. Researches and maintains proficiency in tools, techniques, countermeasures, and trends in computer network vulnerabilities, data hiding and network security and encryption. Assists in deterring, identifying, monitoring, investigating and analyzing computer network intrusions. Requires Bachelor's degree or equivalent and zero to two years of related experience with a minimum of six months experience in one or more of the following: computer network penetration testing/techniques; computer evidence seizure, computer forensic analysis, data recovery; computer intrusion analysis/incident response, intrusion detection; computer network surveillance/monitoring; network protocols, network devices, multiple operating systems, and secure architectures. Ability to obtain a security clearance.
Health Analyst/Computer Forensic Intrusion, Staff	Assists in providing computer forensic and intrusion support to high technology investigations in the form of computer evidence seizure, computer forensic analysis, data recovery, and network assessments. Assists in conduct vulnerability assessments/penetration tests of information systems. Researches and maintains proficiency in tools, techniques, countermeasures, and trends in computer network vulnerabilities, data hiding and network security and encryption. Assists in deterring, identifying, monitoring, investigating and analyzing computer network intrusions. Requires Bachelor's degree or equivalent and two to four years of related experience with a minimum of six months experience in one or more of the following: computer network penetration testing/techniques; computer evidence seizure, computer forensic analysis, data recovery; computer intrusion analysis/incident response, intrusion detection; computer network surveillance/monitoring; network protocols, network devices, multiple operating systems, and secure architectures. Ability to obtain a security clearance.

Labor Category	Description
Health Analyst/Computer Forensic Intrusion, Senior	Provides computer forensic and intrusion support to high technology investigations in the form of computer evidence seizure, computer forensic analysis, data recovery, and network assessments. Conducts vulnerability assessments/penetration tests of information systems. Researches and maintains proficiency in tools, techniques, countermeasures, and trends in computer network vulnerabilities, data hiding and network security and encryption. Assists in deterring, identifying, monitoring, investigating and analyzing computer network intrusions. Requires Bachelor's degree or equivalent and five to seven years of related experience with a minimum of six months experience in one or more of the following: computer network penetration testing and techniques; computer evidence seizure, computer forensic analysis, and data recovery; computer intrusion analysis and incident response, intrusion detection; computer network surveillance/monitoring; network protocols, network devices, multiple operating systems, and secure architectures. Ability to obtain a security clearance.
Health Analyst/Computer Forensic Intrusion, Lead	Provides computer forensic and intrusion analyst support to high technology investigations in the form of computer evidence seizure, computer forensic analysis, data recovery, and network assessments. Conduct vulnerability assessments/penetration tests of information systems. Researches and maintains proficiency in tools, techniques, countermeasures, and trends in computer network vulnerabilities, data hiding and network security and encryption. Assists in deterring, identifying, monitoring, investigating and analyzing computer network intrusions. Requires Bachelor's degree and seven to nine years of related experience with a minimum of four years experience in one or more of the following: computer network penetration testing and techniques; computer evidence seizure, computer forensic analysis, and data recovery; computer intrusion analysis and incident response, intrusion detection; computer network surveillance/monitoring; network protocols, network devices, multiple operating systems, and secure architectures. Ability to obtain a security clearance.

Labor Category	Description
Health Analyst/Computer Forensic Intrusion, Principal	Provides knowledge in Computer and network vulnerability testing/penetration techniques; Tool development for computer and network forensics and vulnerability testing. Provides computer forensic support to high technology investigations in the form of evidence seizure, computer forensic analysis, and data recovery. Conducts vulnerability assessments/penetration tests of information systems. Researches and maintains proficiency in tools, techniques, countermeasures, and trends in computer and network vulnerabilities, data hiding and encryption. Develop tools, techniques, training and countermeasures for computer and network vulnerabilities, data hiding and encryption. Deter, identify, monitor and investigate computer and network intrusions. Provides expert knowledge in computer and network forensics. Conducts vulnerability assessments. Researches and maintains proficiency in tools, techniques, countermeasures, and trends in computer and network vulnerabilities. Identify, deter, monitor and investigate computer and network intrusions. Requires Bachelor's degree or equivalent and ten to twelve years of related experience with a minimum of four years experience in one or more of the following:computer network penetration testing and techniques; computer evidence seizure, computer forensic analysis, and data recovery; computer intrusion analysis and incident response,intrusion detection; computer network surveillance and monitoring; network protocols,network devices, multiple operating systems,and secure architectures or Master's degree and seven to nine years of related experience. Ability to obtain a security clearance.
Health Applications Engineer, Associate	Assists in the selling process to identify, develops, and supports product/service applications. Requires blend of sales, marketing, and technical skills. Interacts with management at customer sites to assess business processes and address product/service needs. Basic involvement in the overall sales process, pre-sales through post-sales support. May participate in sales presentation activities for key prospects and develops and delivers presentations to customer. Requires Bachelor's degree (in technology, engineering or business discipline) or equivalent, and zero to two years related (engineering and/or sales) experience.

Labor Category	Description
Health Applications Engineer, Staff	Identifies, develops, and supports product/service applications in the selling process. Requires blend of sales, marketing, and technical skills. Interacts with management at customer site to assess business processes and address product/service needs. Strong involvement in the overall sales process, pre-sales through post-sales support. Assists with sales presentation activities for key prospects and develops and delivers presentations to customer. Requires Bachelor's degree (in technology, engineering or business discipline) or equivalent, and two to four years of related (engineering and/or sales) experience.
Health Applications Engineer, Senior	Identifies, assesses, and evaluates moderately complex product/service solutions requiring a blend of strong sales, marketing, and technical skills. Coordinates resolution of product/service issues, upgrades, and problems. Interacts with management at customer site to assess major business processes and address product/service needs. Strong involvement in the overall sales process, pre-sales through post-sales support. Participates in sales presentation activities and develops and delivers presentations to customer's management. Requires Bachelor's degree (in technology or business discipline) or equivalent, and five to seven years of related (engineering and/or sales) experience.
Health Applications Engineer, Principal	Strong involvement in the selling process to identify, develop, and support complex product/service solutions requiring a blend of sales and technical expertise. Coordinates resolution of product/service issues, upgrades, and problems. Interacts with top-level management at customer sites to assess major business processes and address product/service needs. Heavily involved in the overall sales process, pre-sales, the closing of sales, and post-sales support. Participates in sales presentation activities for key prospects and develops and delivers presentations to customer's top management. Requires Bachelor's degree (in technology, engineering or business discipline) or equivalent, and seven to nine years of related (engineering and/or sales) experience.
Health Applications Systems Analyst/Programmer, Associate	Assists in the research to develop or enhance information systems. Assists in the preparation of specifications from which programs will be written. Designs codes, tests, debugs, documents, and maintain programs. Diagrams information flow, showing source and distribution of all segments, processing elements, channels, and methods of entering corrections, and data retention requirements. Attends on-going training sessions to achieve a higher level of technical skill. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and zero to two years of related work experience.
Health Applications Systems Analyst/Programmer, Staff	Formulates and defines system scope and objectives to develop or modify moderately complex problems to develop or enhance information systems. Prepares detailed specifications from which programs will be written. Designs, codes, tests, debugs, documents, and maintains programs. Diagrams information flow, shows source and distribution of all segments, processes elements, channels, and methods of entering corrections, and data retention requirements. Requires Bachelor's degree or equivalent, and two to four years of related work experience.

Labor Category	Description
Health Applications Systems Analyst/Programmer, Senior	Formulates and defines system scope and objectives. Establish procedures to solve complex problems regarding system equipment capacity and limitations, operating time and output. Prepare detailed specifications from which programs will be written and design, code, test, debug, and document newly written programs. Diagrams information flow, showing source and distribution of all segments, processing elements, channels, and methods of entering corrections, and data retention requirements. Perform at an advanced technical level on all phases of applications systems analysis and programming activities. May be responsible for the completion of a phase of a project. Provide guidance to less experienced analyst/programmers. Requires Bachelor's degree or equivalent, and five to seven years of related experience.
Health Applications Systems Analyst/Programmer, Principal	Formulates and defines system scope and objectives for assigned projects. Establishes procedures to solve complex problems regarding system equipment capacity and limitations, operating time and output. Prepares detailed specifications from which programs will be written and designs, codes, tests, debugs, and documents newly written programs. Diagrams information flow, showing source and distribution of all segments, processing elements, channels, and methods of entering corrections, and data retention requirements. Performs at an advanced technical level and has complete understanding of all phases of applications systems analysis and programming activities. Directs, provides guidance, and monitors the performance of less experienced analyst/programmers. Responsible for quality assurance review of assigned project. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and seven to nine years of related experience.
Health Applications Systems Analyst/Programmer, Sr Principal	Formulates and defines system scope and objectives for assigned projects. Establishes procedures to solve complex problems regarding system equipment capacity and limitations, operating time and output. Prepares detailed specifications from which programs will be written. Designs, codes, tests, debugs, and documents newly written programs. Performs at an advanced technical level and has complete understanding of all phases of applications systems analysis and programming activities. Directs, provides guidance, and monitors the performance of less experienced analyst/programmers. Responsible for quality assurance review of assigned project. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and ten to twelve years of related experience.
Health Business Systems Analyst, Associate	Assists in developing and defining systems scope and objectives through research combined with a basic understanding of business systems and industry requirements. Interviews personnel from functional user area under study to learn general purpose of systems and information requirements of positions involved in the data flow. Analyzes business and user needs, document requirements, and revises existing system logic difficulties as necessary under direction of more experienced Business System Analyst personnel. Attend on-going training sessions to achieve a higher level of technical skill. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and zero to two years of related experience.

Labor Category	Description
Health Business Systems Analyst, Staff	Formulates and defines systems scope and objectives through research combined with a basic understanding of business systems and industry requirements. Develops or modifies procedures to solve moderately complex problems within information systems. Analyzes business and user needs, document requirements, and revise existing system logic difficulties as necessary. Provides guidance to less experienced Business System Analysts. Requires Bachelor's degree or equivalent, and two to four years of related experience.
Health Business Systems Analyst, Senior	Formulates and defines systems scope and objectives through user needs and an understanding of business systems and industry requirements. Develops or modifies procedures to solve complex problems within information systems. Analyzes business and user needs, document requirements, and translate into proper system requirement specifications. Provide guidance to less experienced Business System Analysts. Requires Bachelor's degree (in Computer Science or a related field) or equivalent, and five to seven years of related experience.
Health Business Systems Analyst, Principal	Provides expertise in the formulation of systems scope and objectives relative to the organization's business plan and industry requirements. Works independently or as a member of a project team responsible for providing technical guidance related to the business implications of the application of various systems. Provides technical consulting on complex projects. Devises and or modifies procedures to solve the most complex technical problems related to computer equipment capacity and limitations, operating time and form of desired results. Creates detailed specifications from which programs will be written. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and seven to nine years of related experience.
Health Business Systems Analyst, Senior Principal	Provides expertise in the formulation of systems scope and objectives relative to the organization's business plan and industry requirements. Works independently or as a member of a project team responsible for providing technical guidance related to the business implications of the application of various systems. Provides technical consulting on complex projects. Devises and/or modifies procedures to solve the most complex technical problems related to computer equipment capacity and limitations, operating time and form of desired results. Create detailed specifications from which programs will be written. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and ten to twelve years of related experience.
Health Configuration Management Specialist, Associate	Responsible for routine configuration control during the product development phase. May reviews design release documents for completeness, proper approvals and system updates, to ensure correct configuration modifications. Reviews contracts and drafts configuration plans to encompass all specification requirements. Assists in the maintenance of the database. Requires Bachelor's degree or equivalent, and zero to two years of related experience.
Health Configuration Management Specialist, Staff	Responsible for advanced configuration control during product development phase. Reviews design release documents for completeness, proper approvals and system updates, to ensure correct configuration modifications. Reviews contracts and drafts configuration plans to encompass all specification requirements. Assists in the maintenance of the database. May also be responsible for contract data submittal and status on smaller projects. Requires Bachelor's degree or equivalent, and two to four years of related experience.

Labor Category	Description
Health Configuration Management Specialist, Senior	Designs and establishes management documentation. Authorizes the release of drawings, and software configuration changes specified by management and other functional groups. Provides advice and guidance on methods, procedures, and requirements to individuals responsible for the creation of documentation. Plans and implements methods to improve response. Participates in special studies. May provide work leadership for lower level employees. Under the guidance of a senior level analyst, performs data management tasks as required by contract. Requires Bachelor's degree or equivalent, and five to seven years of related experience.
Health Configuration Management Specialist, Principal	Designs and establishes management documentation. Authorizes the release of drawings, and software configuration changes specified by management and other functional groups. Provides advice and guidance on methods, procedures, and requirements to individuals responsible for the creation of documentation. Plans and implements methods to improve response. Participates in special studies. Provides work leadership for lower level employees. Performs data management tasks as required by contract. Requires Bachelor's degree or equivalent, and seven to nine years of related experience.
Health Configurations/Data Management Analyst Mgr	Establishes and maintains configuration and data management policies and procedures to be utilized by departmental personnel and other participating functions to ensure a standard and cost effective approach to the application of configuration and data management requirements. Organizes and implements the process of evaluating performance against established policies and procedures to ensure hardware and documentation integrity is being maintained at the least cost to the company and programs. Develops departmental operating budgets, productivity goals, and staffing levels. Provides the resources necessary to maintain the integrity of the Bills of Material Subsystem of the Manufacturing database. Requires Bachelor degree or equivalent experience, and ten to twelve years of experience in the application of MIL and DoD requirements and management experience.
Health Document Specialist, Associate	Oversees the Document Control (DC) policy system, working closely with technical writing, DC implementation and configuration management staff. Researches and makes recommendations for appropriate hardware and software required for the DC system. Develops and present DC training sessions. Requires Bachelor's degree (Engineering or Technical discipline) or equivalent; zero to two years of related experience.
Health Document Specialist, Staff	Oversees the Document Control (DC) policy system, working closely with technical writing, DC implementation and configuration management staff. Research and make recommendations for appropriate hardware and software required for the DC system. Develop and present DC training sessions. Requires Bachelor's degree (in Engineering or related field) and two to four years of related experience.
Health Document Specialist, Senior	Oversees the Document Control (DC) policy system, working closely with technical writing, DC implementation and configuration management staff. Researches and makes recommendations for appropriate hardware and software required for the DC system. Develops and presents DC training sessions. Requires Bachelor's degree (in Engineering or Technical field) or equivalent, and five to seven years of related experience.

Labor Category	Description
Health Document Specialist, Principal	Oversees the Document Control (DC) policy system, working closely with technical writing, DC implementation and configuration management staff. Researches and makes recommendations for appropriate hardware and software required for the DC system. Develops and presents DC training sessions. Requires Bachelor's degree (in engineering or technical field) or equivalent, and seven to nine years of related experience.
Health Functional Analyst, Associate	Analyzes factors and components of systems to recommend and institute changes to increase efficiency. Plan studies of work problems and procedures, such as organizational changes, communication, information flow, integrated production methods, or cost analysis. Performs systematic review of selected functions to determine application and design of systems or models. Prepares models of problem areas in the form of one of several equations. Utilizes mathematical models and management plans. Specifies manipulative and computational methods of formulation and uses data processing for solving equations, programming and processing. Prepares charts and diagrams to assist in problem analysis and submits recommendations for solutions. Writes specification manuals and user documentation for client or user personnel. Assists more senior level Functional Analysts in program design and analysis. Requires Bachelor's Degree in related field or equivalent experience and zero to two years of related experience.
Health Functional Analyst, Staff	Analyzes factors and components of systems to recommend and institute changes to increase efficiency. Plan studies of work problems and procedures, such as organizational changes, communication, information flow, integrated production methods, or cost analysis. Translates user requirements into system specifications, configuration management plans, life cycle management, documentation, and integrated logistics support plans and related operational summaries. Recommends improvements of modifications in sequence of operations, equipment utilization and related matters. Examines and analyzes current and contemplated operations for developing, defining, and coordinating user requirements which will satisfy the total program need. Gathers information from users, defines work problems, and designs a system and procedures to resolve problems. Interfaces with the user and participates in and conducts structured walk through. Writes specifications manuals and user documentation for client or user personnel. Assist more senior level Functional Analysts in the design, development, and analysis of logical and physical database design and maintenance. Requires Bachelor's Degree in related field or equivalent experience and two to four years of related experience.

Labor Category	Description
Health Functional Analyst, Senior	Analyzes factors and components of systems to recommend and institute changes to increase efficiency. Plan studies of work problems and procedures, such as organizational changes, communication, information flow, integrated production methods, or cost analysis. Recommends improvements of modifications in sequence of operations, equipment utilization and related matters. Examines and analyzes current and contemplated operations for developing, defining, and coordinating user requirements which will satisfy the total program need. Translates user requirements into system specifications, configuration management plans, life cycle management documentation, and integrated logistics support plans and related operational summaries. Writes specifications manuals and user documentation for client or user personnel. Gathers information from users, defines work problems, and designs a system and procedures to resolve problems. May supervise and provide technical direction to lower level staff. Requires Bachelor's Degree in related field or equivalent and five to seven years of related experience.
Health Functional Analyst, Principal	Oversees the analysis of problems in terms of management information and conceptualizes proposals that afford maximum probability of profit or effectiveness in relation to cost or risk. Performs advanced and complex systematic reviews of selected functions to determine application and design of systems or models. Participates in various testing functions (i.e. string and acceptance tests) to verify that results are correct. Develops and updates functional or operating manuals outlining established methods of performing work in accordance with organizational policy. Trains clients or user personnel in the operation and capabilities of proposed models. Provides functional guidance on more complex projects. Requires Bachelor's Degree in related field or equivalent experience and seven to nine years of related experience.
Health Functional Analyst, Senior Principal	Serves as a company expert and oversees the analysis of the most complex problems in terms of management information and conceptualizes proposals that afford maximum probability of profit or effectiveness in relation to cost or risk. Performs very advanced and complex systematic reviews of selected functions to determine application and design of systems or models. Participates in various testing functions (i.e. string and acceptance tests) to verify that results are correct. Develops and updates functional or operating manuals outlining established methods of performing work in accordance with organizational policy. Trains clients or user personnel in the operation and capabilities of proposed models. Provides functional guidance on more complex projects. Requires Bachelor's Degree in related field or equivalent experience and ten to twelve years of related experience or Master's degree and seven to nine years of related experience.
Health Hardware Engineer, Associate	Evaluates reliability of materials, properties and techniques used in production; plans, designs and develops electronic parts, components, integrated circuitry, mechanical systems, equipment and packaging, optical systems and/or DSP systems. Under direct supervision, designs and develops simple equipment, processes and systems that involve data networks, communications, and display. Analyzes equipment specifications and process requirements to conceive a practical design. Based on limited technical knowledge of assigned product line, few technical decisions are made. May prepare related installation

Labor Category	Description
	guides and instructions. Requires Bachelor's degree in engineering or applied science, or equivalent and zero to two years of experience.
Health Hardware Engineer, Staff	Evaluates reliability of materials, properties and techniques used in production; plans, designs and develops electronic parts, components, integrated circuitry, mechanical systems, equipment and packaging, optical systems and/or DSP systems. Under general supervision, designs and develops equipment, processes and systems that involve data networks, communications, and display. Analyzes equipment specifications and process requirements to conceive a practical design. Meets with research engineers or scientists and customer representatives to resolve design problems. Based on extensive technical knowledge of assigned product line, develops solutions for design problems. Prepares related installation guides and instructions. Requires Bachelor's degree in engineering or applied science, or equivalent and two to four years of experience.
Health Hardware Engineer, Senior	Evaluates reliability of materials, properties and techniques used in production; plans, designs and develops electronic parts, components, integrated circuitry, mechanical systems, equipment and packaging, optical systems and/or DSP systems. Under general direction, designs and develops equipment, processes and systems that involve data networks, communications, and display. Analyzes equipment specifications and process requirements to conceive a practical design. Determines feasibility from technical and economic perspectives. Coordinates and consults with research engineers or scientists and customer representatives to resolve design problems. Develops and maintains technical procedures, documentation and manuals. Compiles and analyzes operational data and directs tests to establish standard for new designs or modifications to existing equipment, systems, or processes. May supervise the work of technicians and technologists who provide technical support. Requires Bachelor's degree in engineering or applied science, or equivalent and five to seven years of experience.
Health Hardware Engineer, Principal	Evaluates reliability of materials, properties and techniques used in production; plans, designs and develops electronic parts, components, integrated circuitry, mechanical systems, equipment and packaging, optical systems and/or DSP systems. Under general direction, designs and develops equipment, processes and systems that involve data networks, communications, and display. Analyzes equipment specifications and process requirements to conceive a practical design. Determines feasibility from technical and economic perspectives. Coordinates and consults with research engineers or scientists and customer representatives to resolve design problems. Develops and maintains technical procedures, documentation and manuals. Compiles and analyzes operational data and directs tests to establish standard for new designs or modifications to existing equipment, systems, or processes. May supervise technical support staff. Requires Bachelor's degree in engineering or applied science, or equivalent and seven to nine years of related experience.

Labor Category	Description
Health Hardware Engineer, Senior Principal	Evaluates reliability of materials, properties and techniques used in production; plans, designs and develops electronic parts, components, integrated circuitry, mechanical systems, equipment and packaging, optical systems and/or DSP systems. Serves as lead engineer, designs and develops equipment, processes and systems that involve data networks, communications, and display. Analyzes equipment specifications and process requirements to conceive a practical design. Determines feasibility from technical and economic perspectives. Coordinates and consults with research engineers or scientists and customer representatives to resolve design problems. Develops and maintains technical procedures, documentation and manuals. Compiles and analyzes operational data and directs tests to establish standard for new designs or modifications to existing equipment, systems, or processes. May supervise the work of technicians and technologists who provide technical support. Requires Bachelor's degree in engineering or applied science, or equivalent and ten to twelve years of experience.
Health Hardware Engineering Manager	Manages a work group composed of eight to ten design engineers engaged in a variety of hardware engineering activities. Has responsibility for all phases of project planning and control including schedules, budgets, resource allocation, and results. Decisions are not usually subject to review. Performance is evaluated based on adherence to time schedules, budgets, soundness of approach, and general effectiveness. Requires Bachelor's degree (in a related field) or equivalent, and ten to twelve years of related (engineering and management) experience or Master's degree (in Technology or Math) and seven to nine years of related experience.
Health Information Security Engineer, Associate	Defines, plans, designs, and evaluates information security systems. Assesses architecture and current hardware limitations, defines and designs system specifications, input/output processes and working parameters for hardware/software compatibility. Experience with information networks design, operation, equipment. Interest/aptitude for information security work. Works under of direction of more experienced information security engineer. Requires Bachelor's degree in related discipline (engineering, computer science or related discipline) and zero to two of related experience.
Health Information Security Engineer, Staff	Defines, plans, designs, and evaluates information security systems. Assesses architecture and current hardware limitations, defines and designs system specifications, input/output processes and working parameters for hardware/software compatibility. Basic familiarity with information network elements – routers, firewalls, etc. Ability to apply technical knowledge to information security designs. Designs and conducts tests of designs and architectures. Requires Bachelor's degree in (field mathematics, telecommunications, electrical engineering, computer engineering, computer science) or related discipline, and two to four years' related experience.

Labor Category	Description
Health Information Security Engineer, Senior	Defines, plans, designs, and evaluates information security system. Assesses architecture and current hardware limitations, defines and designs system specifications, input/output processes and working parameters for hardware/software compatibility. Designs and conducts tests of designs and architectures. Leads and guides less experienced engineers. Capable of independent management of projects. Requires Bachelor's degree (in field mathematics, telecommunications, electrical engineering, computer engineering, computer science) or equivalent and five to seven years experience with information networks and the security aspects.
Health Information Security Engineer, Principal	Defines, plans, designs, and evaluates information security systems. Assesses architecture and current hardware limitations, defines and designs system specifications, input/output processes and working parameters for hardware/software compatibility.Performs a variety of complex tasks associated with information security ranging from the design of security components to complex architectures. Supervises the work of other engineers performing a variety of information security tasks. Capable of independent program supervision. Requires Bachelor's degree (in field mathematics, telecommunications, electrical engineering, computer engineering, computer science) or equivalent and seven to nine years related experience.
Health Information Security Engineer, Sr Principal	Defines, plans, designs, and evaluates information security systems. Assesses architecture and current hardware limitations, defines and designs system specifications, input/output processes and working parameters for hardware/software compatibility. Provides expert level consultation and technical services on all aspects of Information Security. Manages large-scale programs of national or international scope. Maintains senior affiliations with national and international organizations associated with information security. Requires Bachelor's degree or equivalent and ten to twelve years related experience or Master's degree with seven to nine years of experience field mathematics, telecommunications, electrical engineering, computer engineering, computer science.
Health Information Security Specialist, Associate	Knowledge of information system administration and information network software/hardware including firewalls and intrusion detection systems. Basic familiarity with information security procedures. Safeguards network against unauthorized infiltration, modification, destruction or disclosure. May research, evaluate, test, recommends communicate and implement new security software or devices. Implements, enforces, communicates and develops security policies or plans for data, software applications, hardware, and telecommunications. Provides information to management regarding the negative impact caused by theft, destruction, alteration or denial of access to information. Requires Bachelor's degree in related discipline (engineering, computer science or related discipline) and zero to two of related experience.

Labor Category	Description
Health Information Security Specialist, Staff	Knowledge and experience with information network security equipment. Understanding of information network threats such as computer viruses. Tests and operates firewalls, intrusion detection systems, enterprise anti-virus systems and software deployment tools. Safeguards the network against unauthorized infiltration, modification, destruction or disclosure. May research, evaluate, test, recommends communicate and implement new security software or devices. Implements, enforces, communicates and develops security policies or plans for data, software applications, hardware, and telecommunications. Provides information to management regarding the negative impact caused by theft, destruction, alteration or denial of access to information. Provides recommendations on information assurance engineering standards, implementation dependencies, and changing information assurance related technologies.Requires Bachelor's degree in (field mathematics, telecommunications, electrical engineering, computer engineering, computer science) or related discipline, and two to four years' related experience or Certification in systems administrator, network certification, etc. six to eight years of experience.
Health Information Security Specialist, Senior	Manages the company's firewalls and intrusion detection systems. Develops, tests, and operates firewalls, intrusion detection systems, enterprise anti-virus systems and software deployment tools. Safeguards the network against unauthorized infiltration, modification, destruction or disclosure. May research, evaluate, test, recommends communicate and implement new security software or devices. Implements, enforces, communicates and develops security policies or plans for data, software applications, hardware, and telecommunications. Provides information to management regarding the negative impact caused by theft, destruction, alteration or denial of access to information. Provides recommendations on information assurance engineering standards, implementation dependencies, and changing information assurance related technologies. Manages the company's firewalls and intrusion detection systems. Develops, tests, and operates firewalls, intrusion detection systems, enterprise anti-virus systems and software deployment tools. Safeguards the network against unauthorized infiltration, modification, destruction or disclosure. Researches, evaluates, tests, recommends communicate and implement new security software or devices. Implements, enforces, communicates and develops security policies or plans for data, software applications, hardware, and telecommunications. Provides information to management on the negative impact caused by theft, destruction, alteration or denial of access to information. Provides recommendations on information assurance engineering standards, implementation dependencies, and changing information assurance related technologies. May supervise lower level staff. Requires Bachelor's degree or equivalent and five to seven years related experience.
Health Information Security Specialist, Principal	Manages extensive evaluations of major information security networks, prepares evaluation reports, presents recommendations. Conducts trade off analyses of products for clients to determine optimal informant security solutions. Provides consulting services on a wide variety of information assurance topics. Prepares remedial options and supervise correction of information security shortfalls. Works independently in expert role at customer

Labor Category	Description
	site. Requires Bachelor's degree or equivalent and seven to nine years of directly related experience.
Health Information Security Specialist, Sr Principal	Functions as expert consultant in all aspects of information security. Prepares in-depth studies and analyses. Manages major information security efforts. Maintains affiliation with national/international organizations. Functions on broad scope programs of national/international basis. Capable of fully independent work in support of a customer either on site or of-site. Requires Bachelor's degree or equivalent and ten to twelve years related experience or Master's degree with seven to nine years of experience field mathematics, telecommunications, electrical engineering, computer engineering, computer science.
Health Information Technology Manager	Analyzes complex local and wide area network systems, including planning, designing, evaluating, selecting operating systems and protocol suites and configuring communication media with concentrators, bridges, and other devices. Resolves difficult inter-operability problems to obtain operation across all platforms, including e-mail, files transfer, multimedia, teleconferencing and the like. Configures systems to user environments. Supports acquisition of hardware and software as well as subcontractor services. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and ten to twelve years of related (progressively responsible network systems engineering) experience and management experience. Master's degree in Computer Science preferred.
Health Information Technology Scientist	Analyzes complex local and wide area network systems, including planning, designing, evaluating, selecting operating systems and protocol suites and configuring communication media with concentrators, bridges, and other devices. Resolves difficult inter-operability problems to obtain operation across all platforms, including e-mail, files transfer, multimedia, teleconferencing and the like. Configures systems to user environments. Supports acquisition of hardware and software as well as subcontractor services. Serves as manager or industry-recognized expert. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and twelve to fifteen years of related (progressively responsible network systems engineering) experience and management experience or Master's degree in Computer Science with nine to eleven years of related experience.
Health Information Technology Senior Scientist	Directs all aspects of the local and wide area network systems, including planning, designing, evaluating, selecting operating systems and protocol suites and configuring communication media with concentrators, bridges, and other devices. Resolves difficult and complex inter-operability problems to obtain operation across all platforms, including e-mail, files transfer, multimedia, teleconferencing and the like. Analyzes and configures systems to user environments. Supports acquisition of hardware and software as well as subcontractor services. Serves as in-house and industry recognized expert. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and sixteen plus years of related network systems engineering experience. Master's degree in Computer Science preferred.

Labor Category	Description
Health Information Technology Supervisor	Responsible for the supervision and direction of a group of Information Systems professionals. Coordinates the activities of the group to meet objectives, deadlines, budgets, and coordinate/resolve customer requests. Serves as the technical specialist for the area of assigned responsibility, provides training and guidance of assigned staff. Requires Bachelor's degree (in a technical discipline) or equivalent, and seven to nine years of related experience.
Health LAN/WAN Engineer, Associate	Performs as entry level engineer in some of the following area: local and wide area networking, communications, and related software/hardware within a multi-platform operating environment. Works in integration of a total network including the planning, design, installation, maintenance, management, and coordination of the corporate LAN/WAN. Learns in areas of technological developments and applications. Recommend network security and policies. May work with Voice and/or Data Communications Analyst. Requires Bachelor degree or equivalent in Computer Science or a related field, and zero to two years of relevant experience.
Health LAN/WAN Engineer, Staff	Perform as mid-level contributor with knowledge and experience in local and wide area networking, communications, and related software/hardware within a multi-platform operating environment. Responsible for the integration of a network including assisting in the planning, design, installation, maintenance, management, and coordination of the corporate LAN/WAN. Current on most technological developments and applications, and helps to evaluate vendor products to make recommendations for purchase. May work with Voice and/or Data. Requires Bachelor degree or equivalent (Computer Science or a related field), and two to four years of relevant experience.
Health LAN/WAN Engineer, Senior	Perform as a senior technical participant with knowledge and experience in local and wide area networking, communications, and related software/hardware within a multi-platform operating environment. Responsible for the integration of a total network including the planning, design, installation, maintenance, management, and coordination of the corporate LAN/WAN. Current on technological developments and applications, and evaluate vendor products to make recommendations for purchase. Recommend network security and policies. May work with Voice and/or Data Communications Analyst. Requires Bachelor's degree or equivalent in Computer Science or a related field, and five to seven years of relevant experience are required.
Health LAN/WAN Engineer, Principal	Perform as a technical expert with advanced knowledge and experience in local and wide area networking, communications, and related software/hardware within a multi-platform operating environment. Responsible for the overall integration of a total network including the planning, design, installation, maintenance, management, and coordination of the corporate LAN/WAN. Current on technological developments and applications, and evaluate vendor products to make recommendations for purchase. Recommend network security and policies. May work with Voice and/or Data Communications Analyst. Requires Bachelor's degree or equivalent in Computer Science or a related field, and seven to nine years of relevant experience are required.

Labor Category	Description
Health LAN/WAN Engineer, Senior Principal	Perform as the most senior technical expert with advanced knowledge and experience in local and wide area networking, communications, and related software/hardware within a multi-platform operating environment. Responsible for the overall integration of a total network including the planning, design, installation, maintenance, management, and coordination of the corporate LAN/WAN. Current on technological developments and applications, and evaluate vendor products to make recommendations for purchase. Recommend network security and policies. May work with Voice and/or Data Communications Analyst. Requires Bachelor's degree or equivalent in Computer Science or a related field, and ten to twelve years of related experience.
Health Network Administrator, Associate	Designs, installs, maintain and coordinate the use of the network system. Evaluates hardware, software and peripheral equipment. Manages network performance to maintain high quality transmission service on the network. Maintains, create/deletes user accounts, maintains and updates system security plans on all platforms. Implements and coordinates network policies, procedures and standards. Enforces security procedures. Supervises and schedules the network technician staff and trains users. Performs other duties as assigned which may require specific physical abilities.Requires Bachelor's degree (in Computer Science or related field) or equivalent, and zero to two years of related experience.
Health Network Administrator, Staff	Designs, installs, maintain and coordinate the use of the network system. Evaluates hardware and software and peripheral equipment for simple networks. Manages network performance. Troubleshoots and resolves problems to ensure quality transmission service on the network. Maintains, creates/deletes user accounts, maintains and updates system security plans on most platforms. Administers network policies, procedures and standards. Enforces security procedures. Performs other duties as assigned which may require specific physical abilities.Requires Bachelor's degree (in Computer Science or Management Information Systems) or equivalent, and two to four years of related (data center environment) experience.
Health Network Administrator, Senior	Designs, installs, maintains and coordinates the use of the network system. Evaluates hardware and software and peripheral equipment for large, complex networks. Manages network performance. Troubleshoots and resolves complex problems to ensure quality transmission service on the network. Maintains user accounts, maintains and updates system security plans on all platforms. Implements and coordinates network policies, procedures and standards. Enforces security procedures. May supervise and schedule the Network Technician staff and trains users. Performs other duties as assigned which may require specific physical abilities.Requires Bachelor's degree (in Computer Science or Management Information Systems) or equivalent, and five to seven years of related (data center environment) experience.

Labor Category	Description
Health Network Administrator, Principal	Serves as in-house expert to design, install, maintain and coordinate the use of the network system. Evaluates complex hardware and software and peripheral equipment for large, complex networks. Manages network performance. Troubleshoots and resolves complex problems to ensure quality transmission service on the network. Manages and maintains, create/deletes user accounts, maintains and updates system security plans on all platforms. Implements and manages network policies, procedures and standards. Enforces security procedures. Supervises and schedules the Network Technician staff and trains users. Performs other duties as assigned which may require specific physical abilities.Requires Bachelor's degree (in Computer Science or Management Information Systems) or equivalent, and seven to nine years of related (data center environment) experience.
Health Network Administrator, Senior Principal	As a recognized industry expert manages the company's designs, installation, and maintains and coordinates the use of the network system. Evaluates complex hardware and software and peripheral equipment for large, complex networks. Manages network performance. Troubleshoots and resolves complex problems to ensure quality transmission service on the network. Manages and maintains, create/deletes user accounts, maintains and updates system security plans on all platforms. Implements and manages network policies, procedures and standards. Enforces security procedures. Manages and schedules the Network Technician staff and develops the training for users. Requires Bachelor's degree (in Computer Science or Management Information Systems) or equivalent, and ten to twelve years of related (data center environment) experience.
Health Network Engineer, Associate	Evaluates, designs, documents, installs, implements, tests, and performs problem isolation and resolution. Monitors, tunes, sets standards and maintain a range of computer network components and systems. Performs these functions across a limited range of network facilities including some, but not all, physical media, protocol stacks, hubs, routers, bridges, gateways, digital servers, line drivers, telecommunications transport facilities, mainframe VTAM, NCP and related software and hardware, and network management components. Utilizes monitoring, performance analysis, network management, software and hardware equipment to troubleshoot and isolate problems, gauge network performance, and trace data and protocol activity. Requires Bachelor's degree (in Computer Science, Math or Engineering) or equivalent, and zero to two years of related experience.

Labor Category	Description
Health Network Engineer, Staff	Evaluates, designs, documents, installs, implements, tests, performs problem isolation and resolution. Monitors, tunes, sets standards and maintain a range of computer network components and systems. Performs these functions across most of the network facilities including physical media, protocol stacks, hubs, routers, bridges, gateways, digital servers, line drivers, telecommunications transport facilities, mainframe VTAM, NCP and related software and hardware, and network management components. Provides client consulting and training on the interfacing and use of the network facilities. Begins to plan research, evaluate, and recommend new computer network equipment and technologies. Utilizes monitoring, performance analysis, network management, software and hardware equipment to troubleshoot and isolate problems, gauge network performance, and trace data and protocol activity. Devises solutions to moderately complex operational problems within the capacity and operational limitations of installed equipment. Requires Bachelor's degree (in Computer Science, Math or Engineering) or equivalent, and two to four years of related experience.
Health Network Engineer, Senior	Evaluates, designs, documents, installs, implements, tests, performs problem isolation and resolution, monitors, tunes, and sets standards. Maintains a complex range of computer network components and systems. Performs these functions across a wide range of network facilities including physical media, protocol stacks, hubs, routers, bridges, gateways, digital servers, line drivers, telecommunications transport facilities, mainframe VTAM, NCP and related software and hardware, and network management components. Provides client consulting and training on the interfacing and use of the network facilities. Plans and coordinates computer network initiatives. Researches, evaluates, and recommends new computer network equipment and technologies. Utilizes monitoring, performance analysis, network management, software and hardware equipment to trouble shoot and isolate problems, gauge network performance, and trace data and protocol activity. Devises solutions to operational problems within the capacity and operational limitations of installed equipment. Develops and executes contingency plans for network software and hardware failures including isolated and major outages. Provides internal consulting, technical guidance, information and support to application developers, computer operations, workstation support, company management and departmental clients. Requires Bachelor's degree in (Computer Science, Math or Engineering) or equivalent, and five to seven years of related experience.

Labor Category	Description
Health Network Engineer, Principal	Evaluates, designs, documents, installs, implements, tests, performs problem isolation and resolution, monitors, tunes, and sets standards. Maintains a complex range of computer network components and systems. Performs these functions across a wide range of network facilities to include: physical media, protocol stacks, hubs, routers, bridges, gateways, digital servers, line drivers, telecommunications transport facilities, mainframe VTAM, NCP (related software/hardware) and network management components. Provides client consulting and training on the interfacing and use of the network facilities. Plans and coordinates major computer network initiatives. Researches, evaluates, and recommends new computer network equipment and technologies. Utilizes monitoring, performance analysis, network management, software and hardware equipment to trouble shoot and isolate problems, gauge network performance, and trace data and protocol activity. Devises solutions to complex operational problems within the capacity and operational limitations of installed equipment. Develops and executes contingency plans for network software and hardware failures including isolated and major outages. Provides internal consulting, technical guidance, information and support to application developers, computer operations, workstation support, company management and departmental clients. Assists in internal training programs. Requires Bachelor's degree (in Computer Science, Engineering, Economics or Math) or equivalent, and seven to nine years of related telecommunication analysis experience.
Health Network Engineer, Senior Principal	Evaluates, designs, documents, installs, implements, tests, performs problem isolation and resolution, monitors, tunes, and sets standards. Maintains a complex range of computer network components and systems. Performs these functions across a wide range of network facilities including physical media, protocol stacks, hubs, routers, bridges, gateways, digital servers, line drivers, telecommunications transport facilities, mainframe VTAM, NCP and related software/hardware, and network management components. Provides client consulting and training on the interfacing and use of the network facilities. Plans and coordinates major computer network initiatives. Researches, evaluates, and recommends new computer network equipment and technologies. Utilizes monitoring, performance analysis, network management, software and hardware equipment to trouble shoot and isolate problems, gauge network performance, and trace data and protocol activity. Devises solutions to complex operational problems within the capacity and operational limitations of installed equipment. Develops and executes contingency plans for network software and hardware failures including isolated and major outages. Provides internal consulting, technical guidance, information and support to application developers, computer operations, workstation support, company management and departmental clients. Assists in internal training programs. Requires Bachelor's degree (in Computer Science, Engineering, Economics or Math) or equivalent, and ten to twelve years of related telecommunication analysis experience.

Labor Category	Description
Health Network Engineering Senior Manager	Oversees the Network Engineering activities. Reviews and prioritizes network needs and analyzes project costs and feasibility. Develops network analysis standards and methodology consistent with technical requirements. Schedules staff to obtain proper response in a timely manner. Reviews recommendations for network improvement. Requires Bachelor's degree or equivalent and twelve to fifteen years of experience or Master's degree in related field and nine to eleven years of experience, including seven to nine years of management experience.
Health Program Control Analyst, Associate	Assists in providing on-site project management/administrative support and coordination to a complex contract, project task(s) or business unit. Duties may include contract accounting and reporting, project schedule focus to management, tracking annual fiscal plans and monthly updates, payroll/personnel processing, maintenance and reporting, contract administration, purchasing, facility leasing and service administration. Maintains contract budgets, prepares contract billing, estimates materials, equipment, production costs and delivery schedules. Oversees personnel records, facility administration and purchases equipment and supplies. Requires Bachelor's degree (in Business Administration) or equivalent, and zero to two years of related (project support or management) experience.
Health Program Control Analyst, Staff	Provides on-site project management/administrative support and coordination to a complex contract, project, task(s) or business unit. Duties may include contract accounting and reporting, project schedule focus to management, tracking annual fiscal plans and monthly updates, payroll/personnel processing, maintenance and reporting, contract administration, purchasing, facility leasing and service administration. Maintains contract budgets, prepares contract-billing, estimates materials, equipment, production costs and delivery schedules. Oversees personnel records, facility administration and purchases equipment and supplies. Requires Bachelor's degree (in Business Administration) or equivalent, and two to four years of related (project support or management) experience.
Health Program Control Analyst, Senior	Provides senior level on-site project management/administrative support and coordination to a complex contract, project, task(s) or business unit. Duties may include contract accounting and reporting, project schedule focus to management, tracking annual fiscal plans and monthly updates, payroll/personnel processing, maintenance and reporting, contract administration, purchasing, facility leasing and service administration. Maintains contract budgets, prepares contract-billing, estimates materials, equipment, production costs and delivery schedules. Oversees personnel records, facility administration and purchases equipment and supplies. Requires Bachelor's degree (in Business Administration) or equivalent, and five to seven years of related (project support or management) experience.

Labor Category	Description
Health Program Control Analyst, Lead	Provides senior level on-site project management/administrative support and coordination to a complex contract, project, task(s) or business unit. Duties may include contract accounting and reporting, payroll/personnel processing, project schedule focus to management, tracking annual fiscal plans and monthly updates, maintenance and reporting, contract administration, purchasing, facility leasing and service administration. Maintains contract budgets, prepares contract-billing, estimates materials, equipment, production costs and delivery schedules. Oversees personnel records, facility administration and purchases equipment and supplies. Requires Bachelor's degree (in Business Administration) or equivalent, and seven to nine years of related (project management) experience.
Health Program Control Manager	Manages assigned group of Program Control Analysts who provide on-site administrative support and coordination to various contract(s), project(s), task(s) or business unit (s). Duties may include the management of contract accounting and reporting, payroll/personnel processing, maintenance and reporting, contract administration, purchasing, facility leasing and service administration. Maintains contract budgets, prepares contract billing, estimates materials, equipment, production costs and delivery schedules. Oversees personnel records, facility administration and purchases equipment and supplies. Participates in introducing the Company operating standards, Plans objectives and goals for staff and selects and trains new employees. Requires Bachelor's degree (in Business Administration) or equivalent, and ten to twelve years of related (project support and supervisory/management) experience.
Health Security Engineer, Associate	Monitors, evaluates, and maintains systems and procedures to protect the data systems and databases from unauthorized users. Identifies potential threats and responds to reported security violations. Determines causes of security breaches. Researches, recommends, and implements changes to procedures to protect data from future violations. Assist in educating users on security procedures. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and zero to two years of related experience.
Health Security Engineer, Staff	Monitors, evaluates, and maintains systems and procedures to protect the data systems and databases from unauthorized users. Identifies potential threats and responds to reported security violations. Determines causes of security breaches. Researches, recommends, and implements changes to procedures to protect data from future violations. Assists in educating users on security procedures. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and two to four years of related experience.
Health Security Engineer, Senior	Monitors, evaluates, and maintains systems and procedures to protect the data systems and databases from unauthorized users. Identifies potential threats and responds to reported security violations. Determines causes of security breaches. Researches, recommends, and implements changes to procedures to protect data from future violations. Assists in educating users on security procedures. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and five to seven years of related work experience.

Labor Category	Description
Health Security Engineer, Principal	Monitors, evaluates, and maintains systems and procedures to protect the data systems and databases from unauthorized users. Identifies potential threats and respond to reported security violations. Determines causes of security breaches. Researches, recommends, and implements changes to procedures to protect data from future violations. May train and develop subordinates through varied project assignments. Assists in educating users on security procedures. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and seven to nine years of related experience.
Health Security Engineer, Sr Principal	Serves as a company expert in monitoring, evaluating, and maintaining systems and procedures to protect the data systems and databases from unauthorized users. Identifies potential threats and responds to reported security violations. Determines causes of security breaches. Researches, recommends, and implements changes to procedures to protect data from future violations. Educates users on security procedures. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and ten to twelve years of related experience.
Health Software Developer, Associate	Performs maintenance on existing software products. Assists in coding, testing, and debugging new software or making enhancements to existing software. Writes programs according to specifications from higher-level personnel. Suggests solutions for problems or software enhancements. May assist in the development of user manuals and work with technical staff to learn and understand problems with software. Attends on-going training sessions to achieve a higher level of technical skill. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and zero to two years of related work experience.
Health Software Developer, Staff	Develops, codes, tests, and debugs new software or enhancements to existing software. Possesses a good understanding of business applications. Works with technical staff to understand and resolve software problems, resolves customer complaints with software and responds to suggestions for software modifications or enhancements. May be involved in the development of software user manuals and demonstrate software. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and two to four years of related experience.
Health Software Developer, Senior	Performs as a technical expert in the design development, coding, testing, and debugging new software or complex enhancements to existing software. Works with technical staff to understand and to develop resolution of software problems. Resolves customer complaints with software and respond to suggestions for software modifications or enhancements. Participates in the development of software user manuals. Assists in the training of less experienced software development staff and may act as a team leader on less complex projects. Requires Bachelor's degree (in Computer Science or related field) or equivalent and five to seven years of related experience.

Labor Category	Description
Health Software Developer, Principal	Performs as the technical expert with thorough understanding of the business application of an assigned project. Performs as a project lead with the responsibility for the instruction, assigning, direction, and monitoring of the performance of assigned software developers working on a specific project. Assists in the scheduling and coordinating of projects and may be involved in the design phase of a project. Works with customers and technical staff in the resolution of software problems and respond to suggestions for software modifications or enhancements. Participates in the development of software user manuals. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and seven to nine years of related experience.
Health Software Developer, Senior Principal	As a senior staff member, performs as the technical expert with thorough understanding of the business application of an assigned project. Perform as a project lead with the responsibility for the instruction, assigning, direction, and monitoring of the performance of assigned software developers working on a specific project. Assist in the scheduling and coordinating of projects and may be involved in the design phase of a project. Work with customers and technical staff in the resolution of software problems and respond to suggestions for software modifications or enhancements. Participate in the development of software user manuals. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and ten to twelve years of related experience.
Health Software Engineer, Associate	Assists in designing, developing, troubleshooting, and analyzing software programs for computer-based systems. Assists in evaluating/determining user needs with the maintenance of single-product models and subsystems. Performs routine systems modeling, simulation, and analysis. Designs and develops compilers, assemblers, utility programs, and operating systems. As required, provides inputs for documentation of new or existing programs. Primarily interfaces with intra-organizational staff with infrequent contact with inter-organizational staff and outside customers and vendors on routine matters. Requires Bachelor's degree (in Engineering, Computer Science or related field) or equivalent, and zero to two years of related experience.
Health Software Engineer, Staff	Designs, develops, troubleshoots, and analyzes software programs for computer based systems. Performs systems modeling, simulation, and analysis. Designs and develops compilers, assemblers, utility programs, and operating systems. As required, provides inputs for documentation of new or existing programs. Primarily interfaces with intra-organizational staff with infrequent contact with inter-organizational staff and outside customers and vendors on routine matters. Requires Bachelor's degree (in Engineering, Computer Science or related field) or equivalent, and two to four years of related experience.
Health Software Engineer, Senior	Performs subsystem definition, preliminary and detailed design, design implementation, subsystem and system integration, and tests for a subsystem. Participates in software requirements review, preliminary and critical design reviews, integration readiness review, and software acceptance reviews. Researches problems discovered by quality assurance or product support and develops solutions to the problems. Supports proposal efforts. Frequent inter-organizational and outside customer contacts. Represents the organization in providing solutions to difficult technical problems associated with specific projects. Requires Bachelor's degree (in Engineering, Computer Science or related field) or equivalent, and five to seven years of related work experience.

Labor Category	Description
Health Software Engineer, Principal	Performs system and subsystem definition, preliminary and detailed design, design implementation, and subsystem and system integration and tests for a system. Participates in software requirement review, preliminary and critical design, integration readiness review, and software acceptance review. Acts as technical lead for pre-proposal, proposal, and existing program efforts. Involvement in business development includes briefing customers on company capabilities. Supports program management office in technical role. Represents the organization as the prime customer contact on contracts or projects. May research the marketing requirements for a product, including target environment, performance criteria, and competitive issues. Interacts with senior customer personnel on significant technical matters, often requiring coordinated activity across organizational lines. May provide technical guidance to lower level software engineers. Requires Bachelor's degree (in Engineering, Computer Science or related field) or equivalent, and seven to nine years of related experience.
Health Software Engineer, Sr Principal	Serves as a company expert in performing system and subsystem definition, preliminary and detailed design, design implementation, and subsystem and system integration and tests for a system. Participates in software requirement review, preliminary and critical design, integration readiness review, and software acceptance review. Acts as technical lead for pre-proposal, proposal, and existing program efforts. Involvement in business development includes briefing customers on company capabilities. Supports program management office in technical role. Represents the organization as the prime customer contact on contracts or projects. Interacts with senior customer personnel on significant technical matters, often requiring coordinated activity across organizational lines. Requires Bachelor's degree (in Engineering, Computer Science or related field) or equivalent, and ten to twelve years of related experience.
Health Software QA Specialist, Associate	Executes test scripts to ensure that quality software is provided for release to production. May also write, create, and modify test scripts to certify system changes, under close supervision. Reviews requirements, specifications and documentation to gain a thorough understanding of the programs and processes to be certified. Provides or validates estimates for assigned tasks. Develops test control databases. Maintains test databases and ensures their integrity and currency. Distributes test data from control database to development staff to satisfy adequate unit testing. Assists with configuration management tasks on a project (test scripts, source code control, coordination of requirement changes) as required. May write trace-ability matrices and test reports. May perform minor program changes or develop software programs as required. Requires Bachelor's degree or equivalent, and zero to two years of related experience.

Labor Category	Description
Health Software QA Specialist, Staff	Executes test scripts to ensure that quality software is provided for release to production. May write test scripts. Reviews requirements, specifications and documentation to gain a thorough understanding of the programs and processes to be certified. Provides or validates estimates for assigned tasks. Under moderate supervision, creates and modifies test scripts to certify system changes. Develops test control databases. Maintains test databases and ensures their integrity and currency. Distributes test data from control database to development staff to satisfy adequate unit testing. Assists with configuration management tasks on a project (test scripts, source code control, coordination of requirement changes) as required. Releases completed projects into production. May write trace-ability matrices and test reports. May perform minor program changes or develop software programs as required. Requires Bachelor's degree or equivalent, and two to four years of related experience.
Health Software QA Specialist, Senior	Ensures that quality software is provided for release to production by independently executing test scripts. Writes test scripts. Reviews requirements, specifications and documentation to gain a thorough understanding of the programs and processes to be certified. Provides or validates estimates for assigned tasks. Creates and modifies test scripts to certify system changes. Develops test control databases. Maintains test databases and ensures their integrity and currency. Distributes test data from control database to development staff to satisfy adequate unit testing. Assists with configuration management tasks on a project (test scripts, source code control, coordination of requirement changes) as required. Releases completed projects into production. May write trace-ability matrices and test reports. May perform program changes or develop software programs as required. Requires Bachelor's degree or equivalent, and five to seven years of related experience.
Health Software QA Specialist, Principal	Executes test scripts to ensure that quality software is provided for release to production. Develops test scripts. Reviews requirements, specifications and documentation to gain a thorough understanding of the programs and processes to be certified. Provides or validates estimates for assigned tasks. Creates and modifies test scripts to certify system changes. Develops test control databases. Maintains test databases and ensures their integrity and currency. Distributes test data from control database to development staff to satisfy adequate unit testing. Assists in developing the configuration management tasks on a project (test scripts, source code control, coordination of requirement changes) as required. Releases completed projects into production. Writes trace-ability matrices and test reports. Performs major program changes or develops software programs. Requires Bachelor's degree or equivalent, and seven to nine years of related experience.

Labor Category	Description
Health Software QA Specialist, Sr Principal	Ensures that quality software is provided for release to production by independently executing test scripts. May supervise more junior staff in writing test scripts. Develops and reviews requirements, specifications and documentation to provide staff and users with a thorough understanding of the programs and processes to be certified. Provides estimates for assigned tasks. As lead QA specialist, creates and modifies test scripts to certify system changes. Develops test control databases. Maintains test databases and ensures their integrity and currency. Distributes test data from control database to development staff to satisfy adequate unit testing. Defines configuration management tasks on a project (test scripts, source code control, coordination of requirement changes) as required. Releases completed projects into production. Helps develop trace-ability matrices and test reports. Performs all major program changes or oversees the development software programs as required. Requires Bachelor's degree or equivalent, and ten to twelve years of related experience.
Health Subject Matter Expert	Serves as experienced consultant with experience in supporting large projects related to the individual subject matter expertise. Beginning expertise in functional domains such as finance, personnel, acquisition, etc. Performs research, collection, collation and compilation of data, and preparation of inputs into larger reports. Evaluates and interprets findings. Prepares finished products for review by team leader or higher level analysts. Interfaces with external entities to collect data. Uses and/or develops computer tools to facilitate analysis tasks. Prepares monthly status reports. May be assigned to customer site. May prepare and present briefings. Requires Bachelor's degree in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, and Psychology or other related disciplines and eight to ten years of experience or Master's degree and six to eight years of related experience or PhD and four to six years of related experience.
Health Subject Matter Expert, Senior	Serves as experienced consultant with experience in supporting large projects related to the individual subject matter expertise. Prepares and delivers presentations to colleagues, subordinates, and government representatives. Assures the proper use of current or requested programming, testing and documentation techniques. Produces, reviews and documents reflecting knowledge of areas as identified in the statement of work. Requires Bachelor's degree in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, and Psychology or other related disciplines and ten to twelve years of experience or Master's degree and eight to ten years of related experience or PhD and five to seven years of related experience.

Labor Category	Description
Health Subject Matter Expert, Principal	Relevant experience includes supporting large projects related to the individuals subject matter expertise. Advanced expertise in functional domains such as finance, personnel, acquisition, etc. Experience as a Project Manager. Prepares and delivers presentations to colleagues, subordinates, and government representatives. Assures the proper use of current or requested programming, testing and documentation techniques. Produces and/or reviews substantive and/or complex documentation reflecting detailed knowledge of areas as identified in the statement of work. Requires Bachelor's degree in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, and Psychology or other related disciplines and twelve to fifteen years of experience or Master's degree and ten to twelve years of related experience or PhD and eight to nine years of related experience.Requires Bachelor's degree in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources development, and Psychology or other related disciplines and twelve to fifteen years of experience or Master's degree and ten to twelve years of related experience or PhD and eight to nine years of related experience.
Health Subject Matter Expert, Senior Principal	Renowned expertise in functional domains such as finance, personnel, acquisition, etc. or technical disciplines such as computer security, network engineering, etc. Extensive experience as technical leaders and senior Project Managers. Prepares and delivers presentations to colleagues, subordinates, and government representatives. Assures the proper use of current or requested testing and documentation techniques. Produces, reviews substantive and complex documentation reflecting detailed knowledge of areas as identified in the statement of work. Requires Bachelor's degree in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, and Psychology or other related disciplines, fifteen plus years of experience; or Master's degree, twelve plus years of related experience; or PhD, ten plus years of related experience and project management experience.
Health Systems Administrator, Associate	Maintains data files and control procedures for a system of networked computers or for a single group of microcomputers linked to a host workstation, or mainframe. Responsible for system security and data integrity. Assigns passwords and monitors use of resources, backs up files as required and responds to management requests for information. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and zero to two years of related experience.
Health Systems Administrator, Staff	Maintains data files and control procedures for a complex system of networked computers or for a single group of microcomputers linked to a host workstation, or mainframe. Monitors system security and data integrity. Assigns passwords and monitors use of resources, backs up files as required and responds to management requests for information. Performs other duties as assigned which may require specific physical abilities.Requires Bachelor's degree (in Computer Science or related field) or equivalent, and two to four years of related experience.

Labor Category	Description
Health Systems Administrator, Senior	Maintains data files and control procedures for a complex system of networked computers or for a single group of microcomputers linked to a host workstation, or mainframe. Responsible for system security and data integrity. Assigns passwords and monitors use of resources, backs up files as required and responds to management requests for information. Provides technical guidance to lesser-experienced systems administrators. Performs other duties as assigned which may require specific physical abilities.Requires Bachelor's degree (in Computer Science or related field) or equivalent, and five to seven years of related experience.
Health Systems Administrator, Principal	Maintain data files and control procedures for a complex system of networked computers or for a single group of microcomputers linked to a host workstation, or mainframe. Responsible for system security and data integrity. Assigns passwords and monitors use of resources, backs up files as required and works with management to define requests for information. Provides technical guidance to lesser-experienced systems administrators. Performs other duties as assigned which may require specific physical abilities.Requires Bachelor's degree (in Computer Science or related field) or equivalent, and seven to nine years of related experience.
Health Systems Administrator, Senior Principal	Serves as a company expert in establishing procedures for the maintenance of data files and control procedures for a complex system of networked computers or for a single group of microcomputers linked to a host workstation, or mainframe. Responsible for system security and data integrity. Monitors and defines the use of resources, and works with management to define requests for information. Provides technical guidance to lesser-experienced systems administrators. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and ten to twelve years of related experience.
Health Systems Administration Manager	Oversees and manages the daily operations of the Systems Administration department and staff and apply systems knowledge to ensure that the operating systems and security measures are in place and are running efficiently. Responsible for hiring, motivating, counseling and scheduling staff. Requires Bachelor's degree (in a technical discipline) or equivalent, and ten to twelve years of related experience.
Health Systems Analyst, Associate	Establish operational databases, software configuration control and system interfaces for computer system(s) assigned. Maintain file servers, network access, document and analyze system anomalies to ensure optimum equipment performance. Prepares system for operational use and support operational tests. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and zero to two years of related experience.
Health Systems Analyst, Staff	Establishes operational databases, software configuration control and system interfaces for computer system(s) assigned. Maintains file servers, network access, document and analyze system anomalies to ensure optimum equipment performance. Prepares system for operational use and support operational tests. Requires Bachelor's degree (in Computer Science, Management Information Systems or related field) or equivalent, and two to four years of related experience.

Labor Category	Description
Health Systems Analyst, Senior	Establish complex operational databases, software configuration control and system interfaces for computer system(s) assigned. Maintain file servers, network access, document, analyze, and troubleshoot system anomalies to ensure optimum equipment performance. Prepare system for operational use and support operational tests. Requires Bachelor's degree (in Computer Science, Management Information Systems or related field) or equivalent, and five to seven years of related experience.
Health Systems Analyst, Principal	Establishes complex operational databases, software configuration control and system interfaces for computer system(s) assigned. Maintains file servers, network access, document, analyze, and troubleshoot system anomalies to ensure optimum equipment performance. May supervise less experienced systems personnel. Prepare system for operational use and oversee operational tests. Requires Bachelor's degree (in Computer Science, Management Information Systems or related field) or equivalent, and seven to nine years of related experience.
Health Systems Analyst, Senior Principal	Serves as a company expert in establishing complex operational databases, software configuration control and system interfaces for computer system(s) assigned. Develops procedures to maintain file servers, network access, document, analyze, and troubleshoot system anomalies to ensure optimum equipment performance. May supervise less experienced systems personnel. Prepares system for operational use and oversee operational tests. Requires Bachelor's degree (in Computer Science, Management Information Systems or related field) or equivalent, and ten to twelve years of related experience.
Health Systems Engineer, Associate	Assists in the coding and maintenance of utility programs, job control language and input/output handling programs, as well as other software of minimal complexity. Provides functional and empirical analysis related to the design, development, and implementation of hardware and software operating systems for the organization's products. May assist in the maintenance of program libraries and technical manuals. Attends on-going training sessions to achieve a higher level of technical skill. Requires Bachelor's degree (in Computer Science, Math, Electrical Engineering or related field) or equivalent, and zero to two years of related work experience.
Health Systems Engineer, Staff	Assists in the definition and programming of moderately complex software. Works effectively on several phases of systems/software programming/analysis with little direction, but may require some instruction and guidance for other aspects. Provides functional and empirical analysis related to the design, development, and implementation of hardware and software operating systems for the organization's products. May assist in the coding of benchmark testing, job accounting and other control modules developed internally by the company. May assist with moderately complex software applications, such as system generations, compilers, link editors, and assemblers. Requires Bachelor's degree (in Computer Science, Math, Electrical Engineering or related field) or equivalent, and two to four years of related experience.

Labor Category	Description
Health Systems Engineer, Senior	Works from specifications to develop or modify complex software programs to enhance an operating system. May give some direction and guidance to less experienced software systems engineers. Investigates and resolves operational problems in conjunction with other engineering and technical personnel. Develops logic, codes, tests and debugs software packages. Modifies, tests, and debugs retail utilities. Packages and engineers releases to integrate with the company's operating systems. Develops and modifies complex software, such as routines supporting multiprogramming, telecommunications and file management. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and five to seven years of related work experience.
Health Systems Engineer, Principal	Provides expertise and direction in the development or modification of complex software programs to enhance an operating system. Provides functional and empirical analysis related to the design, development, and implementation of hardware and software operating systems for the organization's products. Responsible for the instruction, assigning, and overseeing the performance of less experienced software systems engineers. Coordinates the activities of the software engineering department with other sections of the corporation's information systems operation. May train and supervise subordinate systems engineers. Requires Bachelor's degree (in Computer Science, Math, Electrical Engineering or related field) and seven to nine years of related experience.
Health Systems Engineer, Sr Principal	Performs as the highest-level technical expert, providing both internal and external consulting services. Works independently on advanced systems/software analysis projects. Develops and may conduct training programs. Remains current in operating systems/software analysis and technological developments/applications. Recommends future direction or projects to management. Provides expertise and direction in the development or modification of complex software programs to enhance an operating system. Requires Bachelor's degree (in Computer Science, Math, Electrical Engineering or related field) or equivalent, and ten to twelve years of related experience.

Labor Category	Description
Health Assistant Technical Director	Assists in the management of a directorate or is at an entry level in management of a directorate under the close supervision of the Technical or Executive Director. Manages one or more programs. May supervise professional and technical personnel performing in their regular disciplines. May participate in the development and execution of budgets, sales and marketing plans and other strategic tools. Participates in directorate efforts toward achieving established objectives. May serve as the primary or assistant technical and management interface for the company, customer, and senior staff. Provides management services including general administrative oversight, time accounting, financial tracking, cost projection, inventory management, personnel evaluation and support. Responsible for the preparation of and accountability for all contract deliverables. Provides administrative support to tech Quality Assurance Unit and Health and Safety organizations to insure all related contract objectives are achieved. Responsible for assisting in the technical leadership and direction to a multidisciplinary staff. Develops and operates a variety of technical systems related to the specific job function. Specifies systems requirements and insures that completed systems meet requirements. Supports data acquisition process control. Prepares and approves Standard Operating Procedures, Protocols and other technical documentation. Requires Bachelor's degree or equivalent, and ten to twelve years of related (technical environment) experience, financial management including budgeting and cost projections experience, and management experience.
Health Technical Director 1	Directs and guides the technical activities within a division with supervisory and developmental responsibilities within a functional area. Manages one or more projects or programs, may manage an operating office and supervises professional and technical personnel performing in their customary disciplines. Develops and maintains a sales and marketing plan to achieve previously agreed-upon objectives endorsed by division and group management. Maintains aggressive efforts to achieve objectives. Manages one or more technical programs. Acts as a technical liaison with vendors. Trains and supervises personnel. Assists in proposal process and coordinates with Pricing Department when required. Responsible for all phases of the program budget. Performs analysis for contract reviews with various software. Develops marketing plans. Develops Quality Assurance Programs for all products and services. Prepare Staffing Plans, including skill and labor mix, to support contract operations. May be responsible for recruiting, interviewing, and hiring staff Assign Staff and provide technical direction as necessary to complete task. Monitors contract, subcontract, and funding; prepare forecasts of program financial performance. Develops and deliver required contract , departmental, project and/or financial reports. Interacts readily with the technical staff and vendors both within and outside the company.. Ability to conduct independent research. Requires Bachelor's degree or equivalent, and twelve to fifteen years of related (technical environment) experience and management experience including developing operating budgets and reporting/assessing financial information.

Labor Category	Description
Health Technical Director 2	Directs one or more technical projects/programs within a functional area. May manage an operating office and supervises professional and technical personnel performing in their customary disciplines. Develops and maintains a sales and marketing plan to achieve previously agreed-upon objectives endorsed by division and group management. Maintains aggressive efforts to achieve objectives. Acts as a technical liaison with vendors within and outside the company. Assists in proposal process and coordinates with Pricing Department when required. Responsible for all phases of the program budget. Performs analysis for contract reviews with various software. Develops marketing plans and Quality Assurance Programs for all products and services. Prepare Staffing Plans, including skill and labor mix, to support contract operations. Conducts independent research. Responsible for recruiting, interviewing, hiring and training staff. Assigns staff and provide technical direction to complete task. Monitors contract, subcontract, and funding; prepare forecasts of program financial performance. Develops and deliver required contract, departmental, project and/or financial reports. Requires Bachelor's degree or equivalent in a relevant discipline and sixteen plus years work experience including developing operating budgets and reporting/ assessing financial information.
Health Director, Information Technology	Directs all aspects of the information systems function. Determines operating philosophy of department and ensures the philosophy is translated into action. Provides top management with technical information and recommendations on information technology. Maintains company and competitive posture in information technology usage. Ensures adequate budget for capital equipment and technical manpower acquisition. Requires Bachelor's degree or equivalent, in computer science or related field and 16 plus years of experience or Master's degree, or equivalent, and twelve plus years of information technology management experience.
Health Systems Architect	Under minimal supervision designs, implements, and maintains the organization's application systems and/or IT infrastructure for moderately complex systems. Understands user and process requirements and ensures those requirements can be achieved through high quality deliverables. Works closely with developers and engineers to develop road maps for applications, align development plans, and to ensure effective integration among information systems and the IT infrastructure. Ensures that solutions are continuously improved, supported, and aligned with industry and company standards as well as emerging business requirements. Understands the interactions between systems, applications, and services within the environment, and evaluate the impact of changes or additions for moderately complex systems. Analyzes systems and perform usability testing to ensure performance and reliability, enhance scalability, and meet security requirements. Requires a Bachelor's Degree and four to five years experience or equivalent education.

Labor Category	Description
Health Systems Architect, Senior	Designs, implements, and maintains the organization's application systems and/or IT infrastructure for complex systems. Provides an architectural framework for information system development, maintenance, and enhancement efforts. Understands user and process requirements and ensures those requirements can be achieved through high quality deliverables. Works closely with developers and engineers to develop road maps for applications, align development plans, and to ensure effective integration among information systems and the IT infrastructure. Ensures that solutions are continuously improved, supported, and aligned with industry and company standards as well as emerging business requirements. Understands the interactions between systems, applications, and services within the environment, and evaluate the impact of changes or additions for complex systems. Analyzes systems and perform usability testing to ensure performance and reliability, enhance scalability, and meet security requirements. May assist less experienced peers. Requires a Bachelor's Degree and six to nine years experience or equivalent education.
Health Systems Architect, Principal	Performs as the technical expert in designing, implementing, and maintainng the organization's application systems and/or IT infrastructure for highly complex systems. Provides an architectural framework for information system development, maintenance, and enhancement efforts. Understands user and process requirements and ensure those requirements can be achieved through high quality deliverables. Works closely with management, developers, and engineers to develop road maps for applications, align development plans, and to ensure effective integration among information systems and the IT infrastructure. Monitors technological advancements to ensure that solutions are continuously improved, supported, and aligned with industry and company standards as well as emerging business requirements. Understand the interactions between systems, applications, and services within the environment, and evaluate the impact of changes or additions for highly complex systems. Analyze systems and perform usability testing to ensure performance and reliability, enhance scalability, and meet security requirements. Assists less experienced peers. Requires a Bachelor's Degree and 10 to 14 years experience or equivalent education. Performs as the technical expert in designing, implementing, and maintainng the organization's application systems and/or IT infrastructure for highly complex systems. Provides an architectural framework for information system development, maintenance, and enhancement efforts. Understands user and process requirements and ensure those requirements can be achieved through high quality deliverables. Works closely with management, developers, and engineers to develop road maps for applications, align development plans, and to ensure effective integration among information systems and the IT infrastructure. Monitors technological advancements to ensure that solutions are continuously improved, supported, and aligned with industry and company standards as well as emerging business requirements. Understand the interactions between systems, applications, and services within the environment, and evaluate the impact of changes or additions for highly complex systems.

Labor Category	Description
	Analyze systems and perform usability testing to ensure performance and reliability, enhance scalability, and meet security requirements. Assists less experienced peers. Requires a Bachelor's Degree and 10 to 14 years experience or equivalent education. Performs as the technical expert in designing, implementing, and maintainng the organization's application systems and/or IT infrastructure for highly complex systems. Provides an architectural framework for information system development, maintenance, and enhancement efforts. Understands user and process requirements and ensure those requirements can be achieved through high quality deliverables. Works closely with management, developers, and engineers to develop road maps for applications, align development plans, and to ensure effective integration among information systems and the IT infrastructure. Monitors technological advancements to ensure that solutions are continuously improved, supported, and aligned with industry and company standards as well as emerging business requirements. Understand the interactions between systems, applications, and services within the environment, and evaluate the impact of changes or additions for highly complex systems. Analyze systems and perform usability testing to ensure performance and reliability, enhance scalability, and meet security requirements. Assists less experienced peers. Requires a Bachelor's Degree and 10 to 14 years experience or equivalent education.
Health Technical Writer, Associate	Researches, writes, edits, and proofreads technical data for use in documents or sections of documents such as manuals, procedures and specifications. Ensures technical documentation is accurate, complete, meets editorial and government specifications and adheres to standards for quality, graphics, coverage, format, and style. Assists in establishing style guidelines and standards for texts and illustrations. Requires Bachelor’s degree or equivalent in related technical field and zero to two years of related (technical writing/copy editing) experience.
Health Technical Writer, Staff	Researches, writes, edits, and proofreads technical data for use in documents or sections of documents such as manuals, procedures and specifications. Ensures technical documentation is accurate, complete, meets editorial and government specifications and adheres to standards for quality, graphics, coverage, format, and style. Assists in establishing style guidelines and standards for texts and illustrations or equivalent. Requires Bachelor’s degree or equivalent (in related technical field) and two to four years of related (technical writing and copy editing) experience.
Health Technical Writer, Senior	Researches, organizes, writes, edits, and produces technical data for major publication projects. Organizes material and writes descriptive copy according to standards regarding order, clarity, conciseness, style, and terminology. Ensures technical documentation is accurate, complete, meets editorial and government specifications and adheres to standards for quality, graphics, coverage, format, and style.May participate in the establishment of style guidelines and standards for texts and illustrations.May provide work leadership for lower level employees. Requires Bachelor’s degree or equivalent in related technical field and five to seven years of related (technical writing/editing) experience.

Labor Category	Description
Health Technical Writer, Principal	Oversees the writing of technical reports, brochures, and manuals for internal documentation, client reference, or publications. Researches, organizes, writes, edits, and produces data for use in a wide variety of complex technical publications requiring in-depth knowledge and understanding of the subject matter. Recommends overall organization and layout, editorial standards and publication methods. Coordinates publication with outside sources and vendors as needed. Develops department editing standards and styles. May provide work Leadership for lower level employees. Requires Bachelor's degree or equivalent in related technical field and seven to nine years of related (technical writing/editing) experience.
Health Help Desk Specialist, Staff	Responsible for providing support to end-user community on hardware, software and network related problems, questions, and use. Provides resolutions to out of the ordinary issues for users. If unable to diagnose problem, will work with Help Desk Management to diagonose and resolve problem. Responds to tier two and higher trouble tickets. Ensures problem ownership and promotes end-user satisfaction. Closes activities of tickets assigned. Requires Bachelor's Degree (in Computer Science or related field) or equivalent, and two to four years of related experience in computer hardware, software, networking systems, and in the set-up, configuration, use, and trouble shooting of computer systems.
Health Help Desk Specialist, Senior	Responsible for providing support to end-user community on difficult hardware, software and network related problems, questions, and use. May provide training and guidance to more junior help desk personnel. Provides resolutions to out of the ordinary issues for users. If unable to diagnose problem, will work with Help Desk Management to diagonose and resolve problem. Responds to tier two and higher trouble tickets. Ensures problem ownership and promotes end-user satisfaction. Closes activities of tickets assigned. Responsible for providing in-depth and high level, support to end-user community on hardware, software and network related problems, questions, and use. Provides problem resolution to users. Confers with user to determine problem. Ensures problem ownership and promotes end-user satisfaction. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and five to seven years of related experience in computer hardware, software, networking systems, and in the set-up, configuration, use, and trouble shooting of computer systems.
Health Help Desk Specialist, Principal	Serving as company or contract expert, responsible for providing telephone support to end-user community on complex hardware, software and network related problems, questions, and use. May provide training and guidance to more junior help desk personnel. Provides first level problem resolution on the telephone with users, walks the user through a series of steps to determine problem and classify level, priority and nature of problem. If unable to diagnose problem and/or problem requires physical interaction with end user dispatches field engineers from appropriate team. Opens, tracks and closes trouble tickets; ensures problem ownership and promotes end-user satisfaction. Tracks activities of field engineers to who tickets were assigned. Trained and certified in automated help desk management systems. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and seven to nine years of

Labor Category	Description
	related experience in computer hardware, software, networking systems, and in the set-up, configuration, use, and trouble shooting of computer systems.
Health Senior Office Administrator	Provides on-site administrative support and coordination to a complex contract, project or task(s). Maintains and tracks costs and performances on contract. Oversees the administrative and clerical functions of assigned contracts, projects, or tasks. Maintains office records and files. May collect time sheets and other personnel records or paperwork for corporate processing. Requires Bachelor's degree or equivalent and two to four years of related experience.

LABOR CATEGORY ON-SITE (GOVERNMENT) RATES APPLICABLE TO SIN 518210C

Labor Category	Government Site Rate: 7/24/2020 - 7/23/2021	Government Site Rate: 7/24/2021 - 7/23/2022	Government Site Rate: 7/24/2022 - 7/23/2023	Government Site Rate: 7/24/2023 - 7/23/2024	Government Site Rate: 7/24/2024 - 12/6/2024
Cloud Director	$235.65	$240.60	$245.65	$250.81	$256.07
Cloud Program Manager	$208.95	$213.33	$217.82	$222.39	$227.06
Cloud Project Manager	$188.72	$192.68	$196.72	$200.86	$205.07
Cloud Project Coordinator, Senior	$135.62	$138.47	$141.37	$144.34	$147.37
Cloud Project Coordinator	$115.29	$117.72	$120.19	$122.71	$125.29
Cloud Service Delivery Manager	$166.61	$170.11	$173.68	$177.33	$181.05
Cloud Service Delivery, Senior	$136.93	$139.80	$142.74	$145.74	$148.80
Cloud Solutions Architect	$208.95	$213.33	$217.82	$222.39	$227.06
Cloud Subject Matter Expert	$197.78	$201.94	$206.18	$210.51	$214.93
Cloud Business Analyst, Senior	$130.58	$133.32	$136.12	$138.98	$141.90
Cloud Business Analyst, Staff	$99.29	$101.38	$103.51	$105.68	$107.90
Cloud Business Analyst, Associate	$82.94	$84.68	$86.46	$88.28	$90.13
Cloud DevOps Engineer, Senior	$151.08	$154.26	$157.50	$160.80	$164.18
Cloud DevOps Engineer, Staff	$102.45	$104.60	$106.80	$109.04	$111.33
Cloud DevOps Engineer, Associate	$93.35	$95.31	$97.31	$99.36	$101.44
Cloud Application Developer, Senior	$136.93	$139.80	$142.74	$145.74	$148.80
Cloud Application Developer, Staff	$102.45	$104.60	$106.80	$109.04	$111.33
Cloud Application Developer, Associate	$84.66	$86.44	$88.26	$90.11	$92.00
Cloud System Administrator, Senior	$131.22	$133.98	$136.79	$139.67	$142.60
Cloud System Administrator, Staff	$99.29	$101.38	$103.51	$105.68	$107.90
Cloud System Administrator, Associate	$89.02	$90.89	$92.80	$94.74	$96.73
Cloud Quality Assurance Manager	$141.80	$144.78	$147.82	$150.93	$154.10
Cloud Quality Assurance Engineer, Senior	$119.76	$122.27	$124.84	$127.46	$130.14
Cloud Quality Assurance Engineer, Staff	$94.06	$96.03	$98.05	$100.11	$102.21
Cloud Data Architect	$208.95	$213.33	$217.82	$222.39	$227.06
Cloud Data Engineer, Senior	$146.45	$149.52	$152.66	$155.87	$159.14
Cloud Data Engineer, Staff	$115.29	$117.72	$120.19	$122.71	$125.29
Cloud Network Engineer, Senior	$111.47	$113.81	$116.20	$118.64	$121.13
Cloud Network Engineer, Staff	$91.94	$93.87	$95.84	$97.85	$99.91
Cloud Network Engineer, Associate	$82.94	$84.68	$86.46	$88.28	$90.13
Cloud Security Analyst, Senior	$166.61	$170.11	$173.68	$177.33	$181.05
Cloud Security Analyst, Staff	$124.19	$126.80	$129.46	$132.18	$134.96
Cloud Security Analyst, Associate	$102.45	$104.60	$106.80	$109.04	$111.33

Labor Category	Government Site Rate: 7/24/2020 - 7/23/2021	Government Site Rate: 7/24/2021 - 7/23/2022	Government Site Rate: 7/24/2022 - 7/23/2023	Government Site Rate: 7/24/2023 - 7/23/2024	Government Site Rate: 7/24/2024 - 12/6/2024
Cloud Help Desk Specialist, Principal	$114.98	$117.40	$119.86	$122.38	$124.95
Cloud Help Desk Specialist, Senior	$94.24	$96.22	$98.24	$100.30	$102.41
Cloud Help Desk Specialist, Staff	$77.44	$79.07	$80.73	$82.42	$84.15

LABOR CATEGORY OFF-SITE (CONTRACTOR) RATES APPLICABLE TO SIN 518210C

Labor Category	Contractor Site Rate: 7/24/2020 - 7/23/2021	Contractor Site Rate: 7/24/2021 - 7/23/2022	Contractor Site Rate: 7/24/2022 - 7/23/2023	Contractor Site Rate: 7/24/2023 - 7/23/2024	Contractor Site Rate: 7/24/2024 - 12/6/2024
Cloud Director	$285.60	$291.60	$297.72	$303.98	$310.36
Cloud Program Manager	$253.24	$258.56	$263.99	$269.53	$275.19
Cloud Project Manager	$228.72	$233.52	$238.42	$243.43	$248.54
Cloud Project Coordinator, Senior	$164.36	$167.81	$171.34	$174.94	$178.61
Cloud Project Coordinator	$139.74	$142.67	$145.67	$148.73	$151.85
Cloud Service Delivery Manager	$201.92	$206.16	$210.49	$214.91	$219.43
Cloud Service Delivery, Senior	$165.95	$169.44	$173.00	$176.63	$180.34
Cloud Solutions Architect	$253.24	$258.56	$263.99	$269.53	$275.19
Cloud Subject Matter Expert	$239.72	$244.75	$249.89	$255.14	$260.50
Cloud Business Analyst, Senior	$158.27	$161.59	$164.98	$168.45	$171.99
Cloud Business Analyst, Staff	$120.34	$122.87	$125.45	$128.08	$130.77
Cloud Business Analyst, Associate	$100.52	$102.63	$104.79	$106.99	$109.24
Cloud DevOps Engineer, Senior	$183.12	$186.97	$190.90	$194.90	$199.00
Cloud DevOps Engineer, Staff	$124.16	$126.77	$129.43	$132.15	$134.92
Cloud DevOps Engineer, Associate	$113.15	$115.52	$117.95	$120.43	$122.96
Cloud Application Developer, Senior	$165.95	$169.44	$173.00	$176.63	$180.34
Cloud Application Developer, Staff	$124.16	$126.77	$129.43	$132.15	$134.92
Cloud Application Developer, Associate	$102.62	$104.77	$106.97	$109.22	$111.52
Cloud System Administrator, Senior	$159.03	$162.37	$165.78	$169.26	$172.82
Cloud System Administrator, Staff	$120.34	$122.87	$125.45	$128.08	$130.77
Cloud System Administrator, Associate	$107.90	$110.17	$112.48	$114.84	$117.25
Cloud Quality Assurance Manager	$171.86	$175.47	$179.15	$182.92	$186.76
Cloud Quality Assurance Engineer, Senior	$145.13	$148.18	$151.29	$154.46	$157.71
Cloud Quality Assurance Engineer, Staff	$113.99	$116.39	$118.83	$121.33	$123.88
Cloud Data Architect	$253.24	$258.56	$263.99	$269.53	$275.19
Cloud Data Engineer, Senior	$177.49	$181.22	$185.02	$188.91	$192.88
Cloud Data Engineer, Staff	$139.74	$142.67	$145.67	$148.73	$151.85
Cloud Network Engineer, Senior	$135.08	$137.92	$140.82	$143.77	$146.79
Cloud Network Engineer, Staff	$111.43	$113.77	$116.15	$118.59	$121.08
Cloud Network Engineer, Associate	$100.52	$102.63	$104.79	$106.99	$109.24
Cloud Security Analyst, Senior	$201.92	$206.16	$210.49	$214.91	$219.43
Cloud Security Analyst, Staff	$150.53	$153.69	$156.92	$160.21	$163.58

Labor Category	Contractor Site Rate: 7/24/2020 - 7/23/2021	Contractor Site Rate: 7/24/2021 - 7/23/2022	Contractor Site Rate: 7/24/2022 - 7/23/2023	Contractor Site Rate: 7/24/2023 - 7/23/2024	Contractor Site Rate: 7/24/2024 - 12/6/2024
Cloud Security Analyst, Associate	$124.16	$126.77	$129.43	$132.15	$134.92
Cloud Help Desk Specialist, Principal	$139.36	$142.28	$145.27	$148.32	$151.43
Cloud Help Desk Specialist, Senior	$114.23	$116.63	$119.07	$121.58	$124.13
Cloud Help Desk Specialist, Staff	$93.86	$95.84	$97.85	$99.90	$102.00

LABOR CATEGORY ON-SITE (GOVERNMENT) RATES APPLICABLE TO SIN 54151HACS

Labor Category	Government Site Rate: 3/25/2020 - 3/24/2021	Government Site Rate: 3/25/2021 - 3/24/2022	Government Site Rate: 3/25/2022 - 3/24/2023	Government Site Rate: 3/25/2023 - 3/24/2024	Government Site Rate: 3/25/2024 - 12/6/2024
Cyber Task Supervisor, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Cyber Task Supervisor, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Cyber Task Supervisor, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Cyber Project Manager, Deputy	$117.79	$120.26	$122.79	$125.37	$128.00
Cyber Project Manager	$167.79	$171.31	$174.91	$178.58	$182.33
Cyber Program Manager	$179.08	$182.84	$186.68	$190.60	$194.60
Cyber Program Director	$191.48	$195.50	$199.61	$203.80	$208.08
Cyber Database Analyst, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Cyber Database Analyst, Staff	$88.99	$90.86	$92.77	$94.71	$96.70
Cyber Database Analyst, Senior	$118.93	$121.43	$123.98	$126.58	$129.24
Cyber Database Analyst, Principal	$144.71	$147.75	$150.85	$154.02	$157.25
Cyber Database Analyst, Senior Principal	$152.20	$155.40	$158.66	$161.99	$165.39
Cyber Database Manager	$171.78	$175.39	$179.07	$182.83	$186.67
Cyber Database Engineer, Assoc	$66.00	$67.39	$68.80	$70.25	$71.72
Cyber Database Engineer, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Cyber Database Engineer, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Cyber Database Engineer, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Cyber Database Engineer, Sr Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Cyber Analyst/Computer Forensic Intrusion, Associate	$81.08	$82.78	$84.52	$86.30	$88.11
Cyber Analyst/Computer Forensic Intrusion, Staff	$98.10	$100.16	$102.26	$104.41	$106.60
Cyber Analyst/Computer Forensic Intrusion, Senior	$118.93	$121.43	$123.98	$126.58	$129.24
Cyber Analyst/Computer Forensic Intrusion, Lead	$144.71	$147.75	$150.85	$154.02	$157.25
Cyber Analyst/Computer Forensic Intrusion, Principal	$167.79	$171.31	$174.91	$178.58	$182.33
Cyber Applications Engineer, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Cyber Applications Engineer, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Cyber Applications Engineer, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Cyber Applications Engineer, Principal	$131.24	$134.00	$136.81	$139.68	$142.62
Cyber Applications Systems Analyst/Programmer, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Cyber Applications Systems Analyst/Programmer, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Cyber Applications Systems Analyst/Programmer, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Cyber Applications Systems Analyst/Programmer, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Cyber Applications Systems Analyst/Programmer, Sr Principal	$136.59	$139.46	$142.39	$145.38	$148.43

Labor Category	Government Site Rate: 3/25/2020 - 3/24/2021	Government Site Rate: 3/25/2021 - 3/24/2022	Government Site Rate: 3/25/2022 - 3/24/2023	Government Site Rate: 3/25/2023 - 3/24/2024	Government Site Rate: 3/25/2024 - 12/6/2024
Cyber Business Systems Analyst, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Cyber Business Systems Analyst, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Cyber Business Systems Analyst, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Cyber Business Systems Analyst, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Cyber Business Systems Analyst, Senior Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Cyber Configuration Management Specialist, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Cyber Configuration Management Specialist, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Cyber Configuration Management Specialist, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Cyber Configuration Management Specialist, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Cyber Configurations/Data Management Analyst Mgr	$136.59	$139.46	$142.39	$145.38	$148.43
Cyber Document Specialist, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Cyber Document Specialist, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Cyber Document Specialist, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Cyber Document Specialist, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Cyber Functional Analyst, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Cyber Functional Analyst, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Cyber Functional Analyst, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Cyber Functional Analyst, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Cyber Functional Analyst, Senior Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Cyber Hardware Engineer, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Cyber Hardware Engineer, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Cyber Hardware Engineer, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Cyber Hardware Engineer, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Cyber Hardware Engineer, Senior Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Cyber Hardware Engineering Manager	$154.18	$157.42	$160.72	$164.10	$167.54
Cyber Information Security Engineer, Associate	$73.54	$75.08	$76.66	$78.27	$79.91
Cyber Information Security Engineer, Staff	$88.99	$90.86	$92.77	$94.71	$96.70
Cyber Information Security Engineer, Senior	$118.93	$121.43	$123.98	$126.58	$129.24
Cyber Information Security Engineer, Principal	$144.71	$147.75	$150.85	$154.02	$157.25
Cyber Information Security Engineer, Sr Principal	$167.79	$171.31	$174.91	$178.58	$182.33
Cyber Information Security Specialist, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Cyber Information Security Specialist, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Cyber Information Security Specialist, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Cyber Information Security Specialist, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Cyber Information Security Specialist, Sr Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Cyber Information Technology Supervisor	$117.79	$120.26	$122.79	$125.37	$128.00
Cyber Information Technology Manager	$136.59	$139.46	$142.39	$145.38	$148.43

Labor Category	Government Site Rate: 3/25/2020 - 3/24/2021	Government Site Rate: 3/25/2021 - 3/24/2022	Government Site Rate: 3/25/2022 - 3/24/2023	Government Site Rate: 3/25/2023 - 3/24/2024	Government Site Rate: 3/25/2024 - 12/6/2024
Cyber Information Technology Scientist	$154.18	$157.42	$160.72	$164.10	$167.54
Cyber Information Technology Senior Scientist	$178.21	$181.95	$185.77	$189.67	$193.66
Cyber LAN/WAN Engineer, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Cyber LAN/WAN Engineer, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Cyber LAN/WAN Engineer, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Cyber LAN/WAN Engineer, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Cyber LAN/WAN Engineer, Senior Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Cyber Network Administrator, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Cyber Network Administrator, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Cyber Network Administrator, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Cyber Network Administrator, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Cyber Network Administrator, Senior Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Cyber Network Engineer, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Cyber Network Engineer, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Cyber Network Engineer, Senior	$107.88	$110.15	$112.46	$114.82	$117.23
Cyber Network Engineer, Principal	$131.24	$134.00	$136.81	$139.68	$142.62
Cyber Network Engineer, Senior Principal	$152.20	$155.40	$158.66	$161.99	$165.39
Cyber Network Engineering Senior Manager	$154.18	$157.42	$160.72	$164.10	$167.54
Cyber Program Control Analyst, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Cyber Program Control Analyst, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Cyber Program Control Analyst, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Cyber Program Control Analyst, Lead	$117.79	$120.26	$122.79	$125.37	$128.00
Cyber Program Control Manager	$136.59	$139.46	$142.39	$145.38	$148.43
Cyber Security Engineer, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Cyber Security Engineer, Staff	$88.99	$90.86	$92.77	$94.71	$96.70
Cyber Security Engineer, Senior	$118.93	$121.43	$123.98	$126.58	$129.24
Cyber Security Engineer, Principal	$131.24	$134.00	$136.81	$139.68	$142.62
Cyber Security Engineer, Sr Principal	$152.20	$155.40	$158.66	$161.99	$165.39
Cyber Software Developer, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Cyber Software Developer, Staff	$88.99	$90.86	$92.77	$94.71	$96.70
Cyber Software Developer, Senior	$107.88	$110.15	$112.46	$114.82	$117.23
Cyber Software Developer, Principal	$131.24	$134.00	$136.81	$139.68	$142.62
Cyber Software Developer, Senior Principal	$152.20	$155.40	$158.66	$161.99	$165.39
Cyber Software Engineer, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Cyber Software Engineer, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Cyber Software Engineer, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Cyber Software Engineer, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Cyber Software Engineer, Sr Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Cyber Software QA Specialist, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Cyber Software QA Specialist, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Cyber Software QA Specialist, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Cyber Software QA Specialist, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Cyber Software QA Specialist, Sr Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Cyber Subject Matter Expert	$117.79	$120.26	$122.79	$125.37	$128.00

Labor Category	Government Site Rate: 3/25/2020 - 3/24/2021	Government Site Rate: 3/25/2021 - 3/24/2022	Government Site Rate: 3/25/2022 - 3/24/2023	Government Site Rate: 3/25/2023 - 3/24/2024	Government Site Rate: 3/25/2024 - 12/6/2024
Cyber Subject Matter Expert, Senior	$136.59	$139.46	$142.39	$145.38	$148.43
Cyber Subject Matter Expert, Principal	$154.18	$157.42	$160.72	$164.10	$167.54
Cyber Subject Matter Expert, Senior Principal	$178.21	$181.95	$185.77	$189.67	$193.66
Cyber Systems Administrator, Associate	$73.54	$75.08	$76.66	$78.27	$79.91
Cyber Systems Administrator, Staff	$98.10	$100.16	$102.26	$104.41	$106.60
Cyber Systems Administrator, Senior	$118.93	$121.43	$123.98	$126.58	$129.24
Cyber Systems Administrator, Principal	$144.71	$147.75	$150.85	$154.02	$157.25
Cyber Systems Administrator, Senior Principal	$152.20	$155.40	$158.66	$161.99	$165.39
Cyber Systems Administration Manager	$154.18	$157.42	$160.72	$164.10	$167.54
Cyber Systems Analyst, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Cyber Systems Analyst, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Cyber Systems Analyst, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Cyber Systems Analyst, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Cyber Systems Analyst, Senior Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Cyber Systems Engineer, Associate	$73.54	$75.08	$76.66	$78.27	$79.91
Cyber Systems Engineer, Staff	$88.99	$90.86	$92.77	$94.71	$96.70
Cyber Systems Engineer, Senior	$118.93	$121.43	$123.98	$126.58	$129.24
Cyber Systems Engineer, Principal	$144.71	$147.75	$150.85	$154.02	$157.25
Cyber Systems Engineer, Sr Principal	$167.79	$171.31	$174.91	$178.58	$182.33
Cyber Assistant Technical Director	$136.59	$139.46	$142.39	$145.38	$148.43
Cyber Technical Director 1	$154.18	$157.42	$160.72	$164.10	$167.54
Cyber Technical Director 2	$178.21	$181.95	$185.77	$189.67	$193.66
Cyber Director, Information Technology	$178.21	$181.95	$185.77	$189.67	$193.66
Cyber Systems Architect	$96.81	$98.84	$100.92	$103.04	$105.20
Cyber Systems Architect, Senior	$117.79	$120.26	$122.79	$125.37	$128.00
Cyber Systems Architect, Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Cyber Technical Writer, Associate	$58.02	$59.24	$60.48	$61.75	$63.05
Cyber Technical Writer, Staff	$69.69	$71.15	$72.65	$74.17	$75.73
Cyber Technical Writer, Senior	$86.98	$88.81	$90.67	$92.58	$94.52
Cyber Technical Writer, Principal	$103.79	$105.97	$108.19	$110.47	$112.79
Cyber Help Desk Specialist, Staff	$67.27	$68.68	$70.13	$71.60	$73.10
Cyber Help Desk Specialist, Senior	$77.86	$79.50	$81.16	$82.87	$84.61
Cyber Help Desk Specialist, Principal	$96.03	$98.05	$100.11	$102.21	$104.35
Cyber Senior Office Administrator	$77.86	$79.50	$81.16	$82.87	$84.61

LABOR CATEGORY OFF-SITE (CONTRACTOR) RATES APPLICABLE TO SIN 54151HACS

Labor Category	Contractor Site Rate: 3/25/2020 - 3/24/2021	Contractor Site Rate: 3/25/2021 - 3/24/2022	Contractor Site Rate: 3/25/2022 - 3/24/2023	Contractor Site Rate: 3/25/2023 - 3/24/2024	Contractor Site Rate: 3/25/2024 - 12/6/2024
Cyber Task Supervisor, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Cyber Task Supervisor, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Cyber Task Supervisor, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Cyber Project Manager, Deputy	$140.32	$143.27	$146.28	$149.35	$152.48
Cyber Project Manager	$199.90	$204.10	$208.38	$212.76	$217.23
Cyber Program Manager	$213.34	$217.82	$222.39	$227.06	$231.83
Cyber Program Director	$228.10	$232.89	$237.78	$242.77	$247.87
Cyber Database Analyst, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Cyber Database Analyst, Staff	$106.01	$108.24	$110.51	$112.83	$115.20
Cyber Database Analyst, Senior	$141.68	$144.66	$147.69	$150.79	$153.96
Cyber Database Analyst, Principal	$172.38	$176.00	$179.70	$183.47	$187.32
Cyber Database Analyst, Senior Principal	$181.31	$185.12	$189.00	$192.97	$197.03
Cyber Database Manager	$204.65	$208.95	$213.34	$217.82	$222.39
Cyber Database Engineer, Assoc	$78.63	$80.28	$81.97	$83.69	$85.45
Cyber Database Engineer, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Cyber Database Engineer, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Cyber Database Engineer, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Cyber Database Engineer, Sr Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Cyber Analyst/Computer Forensic Intrusion, Associate	$96.60	$98.63	$100.70	$102.81	$104.97
Cyber Analyst/Computer Forensic Intrusion, Staff	$116.87	$119.32	$121.83	$124.39	$127.00
Cyber Analyst/Computer Forensic Intrusion, Senior	$141.68	$144.66	$147.69	$150.79	$153.96
Cyber Analyst/Computer Forensic Intrusion, Lead	$172.38	$176.00	$179.70	$183.47	$187.32
Cyber Analyst/Computer Forensic Intrusion, Principal	$199.90	$204.10	$208.38	$212.76	$217.23
Cyber Applications Engineer, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Cyber Applications Engineer, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Cyber Applications Engineer, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Cyber Applications Engineer, Principal	$156.35	$159.63	$162.99	$166.41	$169.90
Cyber Applications Systems Analyst/Programmer, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Cyber Applications Systems Analyst/Programmer, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Cyber Applications Systems Analyst/Programmer, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Cyber Applications Systems Analyst/Programmer, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Cyber Applications Systems Analyst/Programmer, Sr Principal	$162.72	$166.14	$169.63	$173.19	$176.83

Labor Category	Contractor Site Rate: 3/25/2020 - 3/24/2021	Contractor Site Rate: 3/25/2021 - 3/24/2022	Contractor Site Rate: 3/25/2022 - 3/24/2023	Contractor Site Rate: 3/25/2023 - 3/24/2024	Contractor Site Rate: 3/25/2024 - 12/6/2024
Cyber Business Systems Analyst, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Cyber Business Systems Analyst, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Cyber Business Systems Analyst, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Cyber Business Systems Analyst, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Cyber Business Systems Analyst, Senior Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Cyber Configuration Management Specialist, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Cyber Configuration Management Specialist, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Cyber Configuration Management Specialist, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Cyber Configuration Management Specialist, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Cyber Configurations/Data Management Analyst Mgr	$162.72	$166.14	$169.63	$173.19	$176.83
Cyber Document Specialist, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Cyber Document Specialist, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Cyber Document Specialist, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Cyber Document Specialist, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Cyber Functional Analyst, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Cyber Functional Analyst, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Cyber Functional Analyst, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Cyber Functional Analyst, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Cyber Functional Analyst, Senior Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Cyber Hardware Engineer, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Cyber Hardware Engineer, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Cyber Hardware Engineer, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Cyber Hardware Engineer, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Cyber Hardware Engineer, Senior Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Cyber Hardware Engineering Manager	$183.67	$187.53	$191.47	$195.49	$199.59
Cyber Information Security Engineer, Associate	$87.61	$89.45	$91.33	$93.25	$95.20
Cyber Information Security Engineer, Staff	$106.01	$108.24	$110.51	$112.83	$115.20
Cyber Information Security Engineer, Senior	$141.68	$144.66	$147.69	$150.79	$153.96
Cyber Information Security Engineer, Principal	$172.38	$176.00	$179.70	$183.47	$187.32
Cyber Information Security Engineer, Sr Principal	$199.90	$204.10	$208.38	$212.76	$217.23
Cyber Information Security Specialist, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Cyber Information Security Specialist, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Cyber Information Security Specialist, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Cyber Information Security Specialist, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Cyber Information Security Specialist, Sr Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Cyber Information Technology Supervisor	$140.32	$143.27	$146.28	$149.35	$152.48
Cyber Information Technology Manager	$162.72	$166.14	$169.63	$173.19	$176.83

Labor Category	Contractor Site Rate: 3/25/2020 - 3/24/2021	Contractor Site Rate: 3/25/2021 - 3/24/2022	Contractor Site Rate: 3/25/2022 - 3/24/2023	Contractor Site Rate: 3/25/2023 - 3/24/2024	Contractor Site Rate: 3/25/2024 - 12/6/2024
Cyber Information Technology Scientist	$183.67	$187.53	$191.47	$195.49	$199.59
Cyber Information Technology Senior Scientist	$212.30	$216.76	$221.31	$225.96	$230.70
Cyber LAN/WAN Engineer, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Cyber LAN/WAN Engineer, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Cyber LAN/WAN Engineer, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Cyber LAN/WAN Engineer, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Cyber LAN/WAN Engineer, Senior Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Cyber Network Administrator, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Cyber Network Administrator, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Cyber Network Administrator, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Cyber Network Administrator, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Cyber Network Administrator, Senior Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Cyber Network Engineer, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Cyber Network Engineer, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Cyber Network Engineer, Senior	$128.51	$131.21	$133.96	$136.78	$139.65
Cyber Network Engineer, Principal	$156.35	$159.63	$162.99	$166.41	$169.90
Cyber Network Engineer, Senior Principal	$181.31	$185.12	$189.00	$192.97	$197.03
Cyber Network Engineering Senior Manager	$183.67	$187.53	$191.47	$195.49	$199.59
Cyber Program Control Analyst, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Cyber Program Control Analyst, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Cyber Program Control Analyst, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Cyber Program Control Analyst, Lead	$140.32	$143.27	$146.28	$149.35	$152.48
Cyber Program Control Manager	$162.72	$166.14	$169.63	$173.19	$176.83
Cyber Security Engineer, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Cyber Security Engineer, Staff	$106.01	$108.24	$110.51	$112.83	$115.20
Cyber Security Engineer, Senior	$141.68	$144.66	$147.69	$150.79	$153.96
Cyber Security Engineer, Principal	$156.35	$159.63	$162.99	$166.41	$169.90
Cyber Security Engineer, Sr Principal	$181.31	$185.12	$189.00	$192.97	$197.03
Cyber Software Developer, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Cyber Software Developer, Staff	$106.01	$108.24	$110.51	$112.83	$115.20
Cyber Software Developer, Senior	$128.51	$131.21	$133.96	$136.78	$139.65
Cyber Software Developer, Principal	$156.35	$159.63	$162.99	$166.41	$169.90
Cyber Software Developer, Senior Principal	$181.31	$185.12	$189.00	$192.97	$197.03
Cyber Software Engineer, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Cyber Software Engineer, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Cyber Software Engineer, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Cyber Software Engineer, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Cyber Software Engineer, Sr Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Cyber Software QA Specialist, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Cyber Software QA Specialist, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Cyber Software QA Specialist, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Cyber Software QA Specialist, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Cyber Software QA Specialist, Sr Principal	$162.72	$166.14	$169.63	$173.19	$176.83

Labor Category	Contractor Site Rate: 3/25/2020 - 3/24/2021	Contractor Site Rate: 3/25/2021 - 3/24/2022	Contractor Site Rate: 3/25/2022 - 3/24/2023	Contractor Site Rate: 3/25/2023 - 3/24/2024	Contractor Site Rate: 3/25/2024 - 12/6/2024
Cyber Subject Matter Expert	$140.32	$143.27	$146.28	$149.35	$152.48
Cyber Subject Matter Expert, Senior	$162.72	$166.14	$169.63	$173.19	$176.83
Cyber Subject Matter Expert, Principal	$183.67	$187.53	$191.47	$195.49	$199.59
Cyber Subject Matter Expert, Senior Principal	$212.30	$216.76	$221.31	$225.96	$230.70
Cyber Systems Administrator, Associate	$87.61	$89.45	$91.33	$93.25	$95.20
Cyber Systems Administrator, Staff	$116.87	$119.32	$121.83	$124.39	$127.00
Cyber Systems Administrator, Senior	$141.68	$144.66	$147.69	$150.79	$153.96
Cyber Systems Administrator, Principal	$172.38	$176.00	$179.70	$183.47	$187.32
Cyber Systems Administrator, Senior Principal	$181.31	$185.12	$189.00	$192.97	$197.03
Cyber Systems Administration Manager	$183.67	$187.53	$191.47	$195.49	$199.59
Cyber Systems Analyst, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Cyber Systems Analyst, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Cyber Systems Analyst, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Cyber Systems Analyst, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Cyber Systems Analyst, Senior Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Cyber Systems Engineer, Associate	$87.61	$89.45	$91.33	$93.25	$95.20
Cyber Systems Engineer, Staff	$106.01	$108.24	$110.51	$112.83	$115.20
Cyber Systems Engineer, Senior	$141.68	$144.66	$147.69	$150.79	$153.96
Cyber Systems Engineer, Principal	$172.38	$176.00	$179.70	$183.47	$187.32
Cyber Systems Engineer, Sr Principal	$199.90	$204.10	$208.38	$212.76	$217.23
Cyber Assistant Technical Director	$162.72	$166.14	$169.63	$173.19	$176.83
Cyber Technical Director 1	$183.67	$187.53	$191.47	$195.49	$199.59
Cyber Technical Director 2	$212.30	$216.76	$221.31	$225.96	$230.70
Cyber Director, Information Technology	$212.30	$216.76	$221.31	$225.96	$230.70
Cyber Systems Architect	$115.33	$117.75	$120.22	$122.75	$125.33
Cyber Systems Architect, Senior	$140.32	$143.27	$146.28	$149.35	$152.48
Cyber Systems Architect, Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Cyber Technical Writer, Associate	$69.11	$70.56	$72.04	$73.56	$75.10
Cyber Technical Writer, Staff	$83.01	$84.75	$86.53	$88.35	$90.21
Cyber Technical Writer, Senior	$103.61	$105.79	$108.01	$110.28	$112.59
Cyber Technical Writer, Principal	$123.66	$126.26	$128.91	$131.62	$134.38
Cyber Help Desk Specialist, Staff	$80.14	$81.82	$83.54	$85.30	$87.09
Cyber Help Desk Specialist, Senior	$92.74	$94.69	$96.68	$98.71	$100.78
Cyber Help Desk Specialist, Principal	$114.40	$116.80	$119.26	$121.76	$124.32
Cyber Senior Office Administrator	$92.74	$94.69	$96.68	$98.71	$100.78

LABOR CATEGORY ON-SITE (GOVERNMENT) RATES APPLICABLE TO SIN 54151S

Labor Category	Government Site Rate: 3/25/2020 - 3/24/2021	Government Site Rate: 3/25/2021 - 3/24/2022	Government Site Rate: 3/25/2022 - 3/24/2023	Government Site Rate: 3/25/2023 - 3/24/2024	Government Site Rate: 3/25/2024 - 12/6/2024
Task Supervisor, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Task Supervisor, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Task Supervisor, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Project Manager, Deputy	$117.79	$120.26	$122.79	$125.37	$128.00
Project Manager	$167.79	$171.31	$174.91	$178.58	$182.33
Program Manager	$179.08	$182.84	$186.68	$190.60	$194.60
Program Director	$191.48	$195.50	$199.61	$203.80	$208.08
Database Analyst, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Database Analyst, Staff	$88.99	$90.86	$92.77	$94.71	$96.70
Database Analyst, Senior	$118.93	$121.43	$123.98	$126.58	$129.24
Database Analyst, Principal	$144.71	$147.75	$150.85	$154.02	$157.25
Database Analyst, Senior Principal	$152.20	$155.40	$158.66	$161.99	$165.39
Database Manager	$171.78	$175.39	$179.07	$182.83	$186.67
Database Engineer, Assoc	$66.00	$67.39	$68.80	$70.25	$71.72
Database Engineer, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Database Engineer, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Database Engineer, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Database Engineer, Sr Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Analyst/Computer Forensic Intrusion, Associate	$81.08	$82.78	$84.52	$86.30	$88.11
Analyst/Computer Forensic Intrusion, Staff	$98.10	$100.16	$102.26	$104.41	$106.60
Analyst/Computer Forensic Intrusion, Senior	$118.93	$121.43	$123.98	$126.58	$129.24
Analyst/Computer Forensic Intrusion, Lead	$144.71	$147.75	$150.85	$154.02	$157.25
Analyst/Computer Forensic Intrusion, Principal	$167.79	$171.31	$174.91	$178.58	$182.33
Applications Engineer, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Applications Engineer, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Applications Engineer, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Applications Engineer, Principal	$131.24	$134.00	$136.81	$139.68	$142.62
Applications Systems Analyst/Programmer, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Applications Systems Analyst/Programmer, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Applications Systems Analyst/Programmer, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Applications Systems Analyst/Programmer, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Applications Systems Analyst/Programmer, Sr Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Business Systems Analyst, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Business Systems Analyst, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Business Systems Analyst, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Business Systems Analyst, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Business Systems Analyst, Senior Principal	$136.59	$139.46	$142.39	$145.38	$148.43

Labor Category	Government Site Rate: 3/25/2020 - 3/24/2021	Government Site Rate: 3/25/2021 - 3/24/2022	Government Site Rate: 3/25/2022 - 3/24/2023	Government Site Rate: 3/25/2023 - 3/24/2024	Government Site Rate: 3/25/2024 - 12/6/2024
Configuration Management Specialist, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Configuration Management Specialist, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Configuration Management Specialist, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Configuration Management Specialist, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Configurations/Data Management Analyst Mgr	$136.59	$139.46	$142.39	$145.38	$148.43
Document Specialist, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Document Specialist, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Document Specialist, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Document Specialist, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Functional Analyst, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Functional Analyst, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Functional Analyst, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Functional Analyst, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Functional Analyst, Senior Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Hardware Engineer, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Hardware Engineer, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Hardware Engineer, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Hardware Engineer, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Hardware Engineer, Senior Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Hardware Engineering Manager	$154.18	$157.42	$160.72	$164.10	$167.54
Information Security Engineer, Associate	$73.54	$75.08	$76.66	$78.27	$79.91
Information Security Engineer, Staff	$88.99	$90.86	$92.77	$94.71	$96.70
Information Security Engineer, Senior	$118.93	$121.43	$123.98	$126.58	$129.24
Information Security Engineer, Principal	$144.71	$147.75	$150.85	$154.02	$157.25
Information Security Engineer, Sr Principal	$167.79	$171.31	$174.91	$178.58	$182.33
Information Security Specialist, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Information Security Specialist, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Information Security Specialist, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Information Security Specialist, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Information Security Specialist, Sr Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Information Technology Supervisor	$117.79	$120.26	$122.79	$125.37	$128.00
Information Technology Manager	$136.59	$139.46	$142.39	$145.38	$148.43
Information Technology Scientist	$154.18	$157.42	$160.72	$164.10	$167.54
Information Technology Senior Scientist	$178.21	$181.95	$185.77	$189.67	$193.66
LAN/WAN Engineer, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
LAN/WAN Engineer, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
LAN/WAN Engineer, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
LAN/WAN Engineer, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
LAN/WAN Engineer, Senior Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Network Administrator, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Network Administrator, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Network Administrator, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Network Administrator, Principal	$117.79	$120.26	$122.79	$125.37	$128.00

Labor Category	Government Site Rate: 3/25/2020 - 3/24/2021	Government Site Rate: 3/25/2021 - 3/24/2022	Government Site Rate: 3/25/2022 - 3/24/2023	Government Site Rate: 3/25/2023 - 3/24/2024	Government Site Rate: 3/25/2024 - 12/6/2024
Network Administrator, Senior Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Network Engineer, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Network Engineer, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Network Engineer, Senior	$107.88	$110.15	$112.46	$114.82	$117.23
Network Engineer, Principal	$131.24	$134.00	$136.81	$139.68	$142.62
Network Engineer, Senior Principal	$152.20	$155.40	$158.66	$161.99	$165.39
Network Engineering Senior Manager	$154.18	$157.42	$160.72	$164.10	$167.54
Program Control Analyst, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Program Control Analyst, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Program Control Analyst, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Program Control Analyst, Lead	$117.79	$120.26	$122.79	$125.37	$128.00
Program Control Manager	$136.59	$139.46	$142.39	$145.38	$148.43
Security Engineer, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Security Engineer, Staff	$88.99	$90.86	$92.77	$94.71	$96.70
Security Engineer, Senior	$118.93	$121.43	$123.98	$126.58	$129.24
Security Engineer, Principal	$131.24	$134.00	$136.81	$139.68	$142.62
Security Engineer, Sr Principal	$152.20	$155.40	$158.66	$161.99	$165.39
Software Developer, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Software Developer, Staff	$88.99	$90.86	$92.77	$94.71	$96.70
Software Developer, Senior	$107.88	$110.15	$112.46	$114.82	$117.23
Software Developer, Principal	$131.24	$134.00	$136.81	$139.68	$142.62
Software Developer, Senior Principal	$152.20	$155.40	$158.66	$161.99	$165.39
Software Engineer, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Software Engineer, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Software Engineer, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Software Engineer, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Software Engineer, Sr Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Software QA Specialist, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Software QA Specialist, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Software QA Specialist, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Software QA Specialist, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Software QA Specialist, Sr Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Subject Matter Expert	$117.79	$120.26	$122.79	$125.37	$128.00
Subject Matter Expert, Senior	$136.59	$139.46	$142.39	$145.38	$148.43
Subject Matter Expert, Principal	$154.18	$157.42	$160.72	$164.10	$167.54
Subject Matter Expert, Senior Principal	$178.21	$181.95	$185.77	$189.67	$193.66
Systems Administrator, Associate	$73.54	$75.08	$76.66	$78.27	$79.91
Systems Administrator, Staff	$98.10	$100.16	$102.26	$104.41	$106.60
Systems Administrator, Senior	$118.93	$121.43	$123.98	$126.58	$129.24
Systems Administrator, Principal	$144.71	$147.75	$150.85	$154.02	$157.25
Systems Administrator, Senior Principal	$152.20	$155.40	$158.66	$161.99	$165.39
Systems Administration Manager	$154.18	$157.42	$160.72	$164.10	$167.54
Systems Analyst, Associate	$66.00	$67.39	$68.80	$70.25	$71.72

Labor Category	Government Site Rate: 3/25/2020 - 3/24/2021	Government Site Rate: 3/25/2021 - 3/24/2022	Government Site Rate: 3/25/2022 - 3/24/2023	Government Site Rate: 3/25/2023 - 3/24/2024	Government Site Rate: 3/25/2024 - 12/6/2024
Systems Analyst, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Systems Analyst, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Systems Analyst, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Systems Analyst, Senior Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Systems Engineer, Associate	$73.54	$75.08	$76.66	$78.27	$79.91
Systems Engineer, Staff	$88.99	$90.86	$92.77	$94.71	$96.70
Systems Engineer, Senior	$118.93	$121.43	$123.98	$126.58	$129.24
Systems Engineer, Principal	$144.71	$147.75	$150.85	$154.02	$157.25
Systems Engineer, Sr Principal	$167.79	$171.31	$174.91	$178.58	$182.33
Assistant Technical Director	$136.59	$139.46	$142.39	$145.38	$148.43
Technical Director 1	$154.18	$157.42	$160.72	$164.10	$167.54
Technical Director 2	$178.21	$181.95	$185.77	$189.67	$193.66
Director, Information Technology	$178.21	$181.95	$185.77	$189.67	$193.66
Systems Architect	$96.81	$98.84	$100.92	$103.04	$105.20
Systems Architect, Senior	$117.79	$120.26	$122.79	$125.37	$128.00
Systems Architect, Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Technical Writer, Associate	$58.02	$59.24	$60.48	$61.75	$63.05
Technical Writer, Staff	$69.69	$71.15	$72.65	$74.17	$75.73
Technical Writer, Senior	$86.98	$88.81	$90.67	$92.58	$94.52
Technical Writer, Principal	$103.79	$105.97	$108.19	$110.47	$112.79
Help Desk Specialist, Staff	$67.27	$68.68	$70.13	$71.60	$73.10
Help Desk Specialist, Senior	$77.86	$79.50	$81.16	$82.87	$84.61
Help Desk Specialist, Principal	$96.03	$98.05	$100.11	$102.21	$104.35
Senior Office Administrator	$77.86	$79.50	$81.16	$82.87	$84.61

LABOR CATEGORY OFF-SITE (CONTRACTOR) RATES APPLICABLE TO SIN 54151S

Labor Category	Contractor Site Rate: 3/25/2020 - 3/24/2021	Contractor Site Rate: 3/25/2021 - 3/24/2022	Contractor Site Rate: 3/25/2022 - 3/24/2023	Contractor Site Rate: 3/25/2023 - 3/24/2024	Contractor Site Rate: 3/25/2024 - 12/6/2024
Task Supervisor, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Task Supervisor, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Task Supervisor, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Project Manager, Deputy	$140.32	$143.27	$146.28	$149.35	$152.48
Project Manager	$199.90	$204.10	$208.38	$212.76	$217.23
Program Manager	$213.34	$217.82	$222.39	$227.06	$231.83
Program Director	$228.10	$232.89	$237.78	$242.77	$247.87
Database Analyst, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Database Analyst, Staff	$106.01	$108.24	$110.51	$112.83	$115.20
Database Analyst, Senior	$141.68	$144.66	$147.69	$150.79	$153.96
Database Analyst, Principal	$172.38	$176.00	$179.70	$183.47	$187.32
Database Analyst, Senior Principal	$181.31	$185.12	$189.00	$192.97	$197.03
Database Manager	$204.65	$208.95	$213.34	$217.82	$222.39
Database Engineer, Assoc	$78.63	$80.28	$81.97	$83.69	$85.45
Database Engineer, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Database Engineer, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Database Engineer, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Database Engineer, Sr Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Analyst/Computer Forensic Intrusion, Associate	$96.60	$98.63	$100.70	$102.81	$104.97
Analyst/Computer Forensic Intrusion, Staff	$116.87	$119.32	$121.83	$124.39	$127.00
Analyst/Computer Forensic Intrusion, Senior	$141.68	$144.66	$147.69	$150.79	$153.96
Analyst/Computer Forensic Intrusion, Lead	$172.38	$176.00	$179.70	$183.47	$187.32
Analyst/Computer Forensic Intrusion, Principal	$199.90	$204.10	$208.38	$212.76	$217.23
Applications Engineer, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Applications Engineer, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Applications Engineer, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Applications Engineer, Principal	$156.35	$159.63	$162.99	$166.41	$169.90
Applications Systems Analyst/Programmer, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Applications Systems Analyst/Programmer, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Applications Systems Analyst/Programmer, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Applications Systems Analyst/Programmer, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Applications Systems Analyst/Programmer, Sr Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Business Systems Analyst, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Business Systems Analyst, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Business Systems Analyst, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Business Systems Analyst, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Business Systems Analyst, Senior Principal	$162.72	$166.14	$169.63	$173.19	$176.83

Labor Category	Contractor Site Rate: 3/25/2020 - 3/24/2021	Contractor Site Rate: 3/25/2021 - 3/24/2022	Contractor Site Rate: 3/25/2022 - 3/24/2023	Contractor Site Rate: 3/25/2023 - 3/24/2024	Contractor Site Rate: 3/25/2024 - 12/6/2024
Configuration Management Specialist, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Configuration Management Specialist, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Configuration Management Specialist, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Configuration Management Specialist, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Configurations/Data Management Analyst Mgr	$162.72	$166.14	$169.63	$173.19	$176.83
Document Specialist, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Document Specialist, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Document Specialist, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Document Specialist, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Functional Analyst, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Functional Analyst, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Functional Analyst, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Functional Analyst, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Functional Analyst, Senior Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Hardware Engineer, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Hardware Engineer, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Hardware Engineer, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Hardware Engineer, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Hardware Engineer, Senior Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Hardware Engineering Manager	$183.67	$187.53	$191.47	$195.49	$199.59
Information Security Engineer, Associate	$87.61	$89.45	$91.33	$93.25	$95.20
Information Security Engineer, Staff	$106.01	$108.24	$110.51	$112.83	$115.20
Information Security Engineer, Senior	$141.68	$144.66	$147.69	$150.79	$153.96
Information Security Engineer, Principal	$172.38	$176.00	$179.70	$183.47	$187.32
Information Security Engineer, Sr Principal	$199.90	$204.10	$208.38	$212.76	$217.23
Information Security Specialist, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Information Security Specialist, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Information Security Specialist, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Information Security Specialist, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Information Security Specialist, Sr Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Information Technology Supervisor	$140.32	$143.27	$146.28	$149.35	$152.48
Information Technology Manager	$162.72	$166.14	$169.63	$173.19	$176.83
Information Technology Scientist	$183.67	$187.53	$191.47	$195.49	$199.59
Information Technology Senior Scientist	$212.30	$216.76	$221.31	$225.96	$230.70
LAN/WAN Engineer, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
LAN/WAN Engineer, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
LAN/WAN Engineer, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
LAN/WAN Engineer, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
LAN/WAN Engineer, Senior Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Network Administrator, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Network Administrator, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Network Administrator, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Network Administrator, Principal	$140.32	$143.27	$146.28	$149.35	$152.48

Labor Category	Contractor Site Rate: 3/25/2020 - 3/24/2021	Contractor Site Rate: 3/25/2021 - 3/24/2022	Contractor Site Rate: 3/25/2022 - 3/24/2023	Contractor Site Rate: 3/25/2023 - 3/24/2024	Contractor Site Rate: 3/25/2024 - 12/6/2024
Network Administrator, Senior Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Network Engineer, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Network Engineer, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Network Engineer, Senior	$128.51	$131.21	$133.96	$136.78	$139.65
Network Engineer, Principal	$156.35	$159.63	$162.99	$166.41	$169.90
Network Engineer, Senior Principal	$181.31	$185.12	$189.00	$192.97	$197.03
Network Engineering Senior Manager	$183.67	$187.53	$191.47	$195.49	$199.59
Program Control Analyst, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Program Control Analyst, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Program Control Analyst, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Program Control Analyst, Lead	$140.32	$143.27	$146.28	$149.35	$152.48
Program Control Manager	$162.72	$166.14	$169.63	$173.19	$176.83
Security Engineer, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Security Engineer, Staff	$106.01	$108.24	$110.51	$112.83	$115.20
Security Engineer, Senior	$141.68	$144.66	$147.69	$150.79	$153.96
Security Engineer, Principal	$156.35	$159.63	$162.99	$166.41	$169.90
Security Engineer, Sr Principal	$181.31	$185.12	$189.00	$192.97	$197.03
Software Developer, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Software Developer, Staff	$106.01	$108.24	$110.51	$112.83	$115.20
Software Developer, Senior	$128.51	$131.21	$133.96	$136.78	$139.65
Software Developer, Principal	$156.35	$159.63	$162.99	$166.41	$169.90
Software Developer, Senior Principal	$181.31	$185.12	$189.00	$192.97	$197.03
Software Engineer, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Software Engineer, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Software Engineer, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Software Engineer, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Software Engineer, Sr Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Software QA Specialist, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Software QA Specialist, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Software QA Specialist, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Software QA Specialist, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Software QA Specialist, Sr Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Subject Matter Expert	$140.32	$143.27	$146.28	$149.35	$152.48
Subject Matter Expert, Senior	$162.72	$166.14	$169.63	$173.19	$176.83
Subject Matter Expert, Principal	$183.67	$187.53	$191.47	$195.49	$199.59
Subject Matter Expert, Senior Principal	$212.30	$216.76	$221.31	$225.96	$230.70
Systems Administrator, Associate	$87.61	$89.45	$91.33	$93.25	$95.20
Systems Administrator, Staff	$116.87	$119.32	$121.83	$124.39	$127.00
Systems Administrator, Senior	$141.68	$144.66	$147.69	$150.79	$153.96
Systems Administrator, Principal	$172.38	$176.00	$179.70	$183.47	$187.32
Systems Administrator, Senior Principal	$181.31	$185.12	$189.00	$192.97	$197.03
Systems Administration Manager	$183.67	$187.53	$191.47	$195.49	$199.59
Systems Analyst, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Systems Analyst, Staff	$95.14	$97.14	$99.18	$101.26	$103.39

Labor Category	Contractor Site Rate: 3/25/2020 - 3/24/2021	Contractor Site Rate: 3/25/2021 - 3/24/2022	Contractor Site Rate: 3/25/2022 - 3/24/2023	Contractor Site Rate: 3/25/2023 - 3/24/2024	Contractor Site Rate: 3/25/2024 - 12/6/2024
Systems Analyst, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Systems Analyst, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Systems Analyst, Senior Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Systems Engineer, Associate	$87.61	$89.45	$91.33	$93.25	$95.20
Systems Engineer, Staff	$106.01	$108.24	$110.51	$112.83	$115.20
Systems Engineer, Senior	$141.68	$144.66	$147.69	$150.79	$153.96
Systems Engineer, Principal	$172.38	$176.00	$179.70	$183.47	$187.32
Systems Engineer, Sr Principal	$199.90	$204.10	$208.38	$212.76	$217.23
Assistant Technical Director	$162.72	$166.14	$169.63	$173.19	$176.83
Technical Director 1	$183.67	$187.53	$191.47	$195.49	$199.59
Technical Director 2	$212.30	$216.76	$221.31	$225.96	$230.70
Director, Information Technology	$212.30	$216.76	$221.31	$225.96	$230.70
Systems Architect	$115.33	$117.75	$120.22	$122.75	$125.33
Systems Architect, Senior	$140.32	$143.27	$146.28	$149.35	$152.48
Systems Architect, Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Technical Writer, Associate	$69.11	$70.56	$72.04	$73.56	$75.10
Technical Writer, Staff	$83.01	$84.75	$86.53	$88.35	$90.21
Technical Writer, Senior	$103.61	$105.79	$108.01	$110.28	$112.59
Technical Writer, Principal	$123.66	$126.26	$128.91	$131.62	$134.38
Help Desk Specialist, Staff	$80.14	$81.82	$83.54	$85.30	$87.09
Help Desk Specialist, Senior	$92.74	$94.69	$96.68	$98.71	$100.78
Help Desk Specialist, Principal	$114.40	$116.80	$119.26	$121.76	$124.32
Senior Office Administrator	$92.74	$94.69	$96.68	$98.71	$100.78

LABOR CATEGORY ON-SITE (GOVERNMENT) RATES APPLICABLE TO SIN 54151HEAL

Labor Category	Government Site Rate: 3/25/2020 - 3/24/2021	Government Site Rate: 3/25/2021 - 3/24/2022	Government Site Rate: 3/25/2022 - 3/24/2023	Government Site Rate: 3/25/2023 - 3/24/2024	Government Site Rate: 3/25/2024 - 12/6/2024
Health Task Supervisor, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Health Task Supervisor, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Health Task Supervisor, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Health Project Manager, Deputy	$117.79	$120.26	$122.79	$125.37	$128.00
Health Project Manager	$167.79	$171.31	$174.91	$178.58	$182.33
Health Program Manager	$179.08	$182.84	$186.68	$190.60	$194.60
Health Program Director	$191.48	$195.50	$199.61	$203.80	$208.08
Health Database Analyst, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Health Database Analyst, Staff	$88.99	$90.86	$92.77	$94.71	$96.70
Health Database Analyst, Senior	$118.93	$121.43	$123.98	$126.58	$129.24
Health Database Analyst, Principal	$144.71	$147.75	$150.85	$154.02	$157.25
Health Database Analyst, Senior Principal	$152.20	$155.40	$158.66	$161.99	$165.39
Health Database Manager	$171.78	$175.39	$179.07	$182.83	$186.67
Health Database Engineer, Assoc	$66.00	$67.39	$68.80	$70.25	$71.72
Health Database Engineer, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Health Database Engineer, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Health Database Engineer, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Health Database Engineer, Sr Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Health Analyst/Computer Forensic Intrusion, Associate	$81.08	$82.78	$84.52	$86.30	$88.11
Health Analyst/Computer Forensic Intrusion, Staff	$98.10	$100.16	$102.26	$104.41	$106.60
Health Analyst/Computer Forensic Intrusion, Senior	$118.93	$121.43	$123.98	$126.58	$129.24
Health Analyst/Computer Forensic Intrusion, Lead	$144.71	$147.75	$150.85	$154.02	$157.25
Health Analyst/Computer Forensic Intrusion, Principal	$167.79	$171.31	$174.91	$178.58	$182.33
Health Applications Engineer, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Health Applications Engineer, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Health Applications Engineer, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Health Applications Engineer, Principal	$131.24	$134.00	$136.81	$139.68	$142.62
Health Applications Systems Analyst/Programmer, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Health Applications Systems Analyst/Programmer, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Health Applications Systems Analyst/Programmer, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Health Applications Systems Analyst/Programmer, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Health Applications Systems Analyst/Programmer, Sr Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Health Business Systems Analyst, Associate	$66.00	$67.39	$68.80	$70.25	$71.72

Labor Category	Government Site Rate: 3/25/2020 - 3/24/2021	Government Site Rate: 3/25/2021 - 3/24/2022	Government Site Rate: 3/25/2022 - 3/24/2023	Government Site Rate: 3/25/2023 - 3/24/2024	Government Site Rate: 3/25/2024 - 12/6/2024
Health Business Systems Analyst, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Health Business Systems Analyst, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Health Business Systems Analyst, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Health Business Systems Analyst, Senior Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Health Configuration Management Specialist, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Health Configuration Management Specialist, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Health Configuration Management Specialist, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Health Configuration Management Specialist, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Health Configurations/Data Management Analyst Mgr	$136.59	$139.46	$142.39	$145.38	$148.43
Health Document Specialist, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Health Document Specialist, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Health Document Specialist, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Health Document Specialist, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Health Functional Analyst, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Health Functional Analyst, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Health Functional Analyst, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Health Functional Analyst, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Health Functional Analyst, Senior Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Health Hardware Engineer, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Health Hardware Engineer, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Health Hardware Engineer, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Health Hardware Engineer, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Health Hardware Engineer, Senior Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Health Hardware Engineering Manager	$154.18	$157.42	$160.72	$164.10	$167.54
Health Information Security Engineer, Associate	$73.54	$75.08	$76.66	$78.27	$79.91
Health Information Security Engineer, Staff	$88.99	$90.86	$92.77	$94.71	$96.70
Health Information Security Engineer, Senior	$118.93	$121.43	$123.98	$126.58	$129.24
Health Information Security Engineer, Principal	$144.71	$147.75	$150.85	$154.02	$157.25
Health Information Security Engineer, Sr Principal	$167.79	$171.31	$174.91	$178.58	$182.33
Health Information Security Specialist, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Health Information Security Specialist, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Health Information Security Specialist, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Health Information Security Specialist, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Health Information Security Specialist, Sr Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Health Information Technology Supervisor	$117.79	$120.26	$122.79	$125.37	$128.00
Health Information Technology Manager	$136.59	$139.46	$142.39	$145.38	$148.43
Health Information Technology Scientist	$154.18	$157.42	$160.72	$164.10	$167.54

Labor Category	Government Site Rate: 3/25/2020 - 3/24/2021	Government Site Rate: 3/25/2021 - 3/24/2022	Government Site Rate: 3/25/2022 - 3/24/2023	Government Site Rate: 3/25/2023 - 3/24/2024	Government Site Rate: 3/25/2024 - 12/6/2024
Health Information Technology Senior Scientist	$178.21	$181.95	$185.77	$189.67	$193.66
Health LAN/WAN Engineer, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Health LAN/WAN Engineer, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Health LAN/WAN Engineer, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Health LAN/WAN Engineer, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Health LAN/WAN Engineer, Senior Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Health Network Administrator, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Health Network Administrator, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Health Network Administrator, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Health Network Administrator, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Health Network Administrator, Senior Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Health Network Engineer, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Health Network Engineer, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Health Network Engineer, Senior	$107.88	$110.15	$112.46	$114.82	$117.23
Health Network Engineer, Principal	$131.24	$134.00	$136.81	$139.68	$142.62
Health Network Engineer, Senior Principal	$152.20	$155.40	$158.66	$161.99	$165.39
Health Network Engineering Senior Manager	$154.18	$157.42	$160.72	$164.10	$167.54
Health Program Control Analyst, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Health Program Control Analyst, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Health Program Control Analyst, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Health Program Control Analyst, Lead	$117.79	$120.26	$122.79	$125.37	$128.00
Health Program Control Manager	$136.59	$139.46	$142.39	$145.38	$148.43
Health Security Engineer, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Health Security Engineer, Staff	$88.99	$90.86	$92.77	$94.71	$96.70
Health Security Engineer, Senior	$118.93	$121.43	$123.98	$126.58	$129.24
Health Security Engineer, Principal	$131.24	$134.00	$136.81	$139.68	$142.62
Health Security Engineer, Sr Principal	$152.20	$155.40	$158.66	$161.99	$165.39
Health Software Developer, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Health Software Developer, Staff	$88.99	$90.86	$92.77	$94.71	$96.70
Health Software Developer, Senior	$107.88	$110.15	$112.46	$114.82	$117.23
Health Software Developer, Principal	$131.24	$134.00	$136.81	$139.68	$142.62
Health Software Developer, Senior Principal	$152.20	$155.40	$158.66	$161.99	$165.39
Health Software Engineer, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Health Software Engineer, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Health Software Engineer, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Health Software Engineer, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Health Software Engineer, Sr Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Health Software QA Specialist, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Health Software QA Specialist, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Health Software QA Specialist, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Health Software QA Specialist, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Health Software QA Specialist, Sr Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Health Subject Matter Expert	$117.79	$120.26	$122.79	$125.37	$128.00
Health Subject Matter Expert, Senior	$136.59	$139.46	$142.39	$145.38	$148.43

Labor Category	Government Site Rate: 3/25/2020 - 3/24/2021	Government Site Rate: 3/25/2021 - 3/24/2022	Government Site Rate: 3/25/2022 - 3/24/2023	Government Site Rate: 3/25/2023 - 3/24/2024	Government Site Rate: 3/25/2024 - 12/6/2024
Health Subject Matter Expert, Principal	$154.18	$157.42	$160.72	$164.10	$167.54
Health Subject Matter Expert, Senior Principal	$178.21	$181.95	$185.77	$189.67	$193.66
Health Systems Administrator, Associate	$73.54	$75.08	$76.66	$78.27	$79.91
Health Systems Administrator, Staff	$98.10	$100.16	$102.26	$104.41	$106.60
Health Systems Administrator, Senior	$118.93	$121.43	$123.98	$126.58	$129.24
Health Systems Administrator, Principal	$144.71	$147.75	$150.85	$154.02	$157.25
Health Systems Administrator, Senior Principal	$152.20	$155.40	$158.66	$161.99	$165.39
Health Systems Administration Manager	$154.18	$157.42	$160.72	$164.10	$167.54
Health Systems Analyst, Associate	$66.00	$67.39	$68.80	$70.25	$71.72
Health Systems Analyst, Staff	$79.86	$81.54	$83.25	$85.00	$86.78
Health Systems Analyst, Senior	$96.81	$98.84	$100.92	$103.04	$105.20
Health Systems Analyst, Principal	$117.79	$120.26	$122.79	$125.37	$128.00
Health Systems Analyst, Senior Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Health Systems Engineer, Associate	$73.54	$75.08	$76.66	$78.27	$79.91
Health Systems Engineer, Staff	$88.99	$90.86	$92.77	$94.71	$96.70
Health Systems Engineer, Senior	$118.93	$121.43	$123.98	$126.58	$129.24
Health Systems Engineer, Principal	$144.71	$147.75	$150.85	$154.02	$157.25
Health Systems Engineer, Sr Principal	$167.79	$171.31	$174.91	$178.58	$182.33
Health Assistant Technical Director	$136.59	$139.46	$142.39	$145.38	$148.43
Health Technical Director 1	$154.18	$157.42	$160.72	$164.10	$167.54
Health Technical Director 2	$178.21	$181.95	$185.77	$189.67	$193.66
Health Director, Information Technology	$178.21	$181.95	$185.77	$189.67	$193.66
Health Systems Architect	$96.81	$98.84	$100.92	$103.04	$105.20
Health Systems Architect, Senior	$117.79	$120.26	$122.79	$125.37	$128.00
Health Systems Architect, Principal	$136.59	$139.46	$142.39	$145.38	$148.43
Health Technical Writer, Associate	$58.02	$59.24	$60.48	$61.75	$63.05
Health Technical Writer, Staff	$69.69	$71.15	$72.65	$74.17	$75.73
Health Technical Writer, Senior	$86.98	$88.81	$90.67	$92.58	$94.52
Health Technical Writer, Principal	$103.79	$105.97	$108.19	$110.47	$112.79
Health Help Desk Specialist, Staff	$67.27	$68.68	$70.13	$71.60	$73.10
Health Help Desk Specialist, Senior	$77.86	$79.50	$81.16	$82.87	$84.61
Health Help Desk Specialist, Principal	$96.03	$98.05	$100.11	$102.21	$104.35
Health Senior Office Administrator	$77.86	$79.50	$81.16	$82.87	$84.61

LABOR CATEGORY OFF-SITE (CONTRACTOR) RATES APPLICABLE TO SIN 54151HEAL

Labor Category	Contractor Site Rate: 3/25/2020 - 3/24/2021	Contractor Site Rate: 3/25/2021 - 3/24/2022	Contractor Site Rate: 3/25/2022 - 3/24/2023	Contractor Site Rate: 3/25/2023 - 3/24/2024	Contractor Site Rate: 3/25/2024 - 12/6/2024
Health Task Supervisor, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Health Task Supervisor, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Health Task Supervisor, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Health Project Manager, Deputy	$140.32	$143.27	$146.28	$149.35	$152.48
Health Project Manager	$199.90	$204.10	$208.38	$212.76	$217.23
Health Program Manager	$213.34	$217.82	$222.39	$227.06	$231.83
Health Program Director	$228.10	$232.89	$237.78	$242.77	$247.87
Health Database Analyst, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Health Database Analyst, Staff	$106.01	$108.24	$110.51	$112.83	$115.20
Health Database Analyst, Senior	$141.68	$144.66	$147.69	$150.79	$153.96
Health Database Analyst, Principal	$172.38	$176.00	$179.70	$183.47	$187.32
Health Database Analyst, Senior Principal	$181.31	$185.12	$189.00	$192.97	$197.03
Health Database Manager	$204.65	$208.95	$213.34	$217.82	$222.39
Health Database Engineer, Assoc	$78.63	$80.28	$81.97	$83.69	$85.45
Health Database Engineer, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Health Database Engineer, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Health Database Engineer, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Health Database Engineer, Sr Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Health Analyst/Computer Forensic Intrusion, Associate	$96.60	$98.63	$100.70	$102.81	$104.97
Health Analyst/Computer Forensic Intrusion, Staff	$116.87	$119.32	$121.83	$124.39	$127.00
Health Analyst/Computer Forensic Intrusion, Senior	$141.68	$144.66	$147.69	$150.79	$153.96
Health Analyst/Computer Forensic Intrusion, Lead	$172.38	$176.00	$179.70	$183.47	$187.32
Health Analyst/Computer Forensic Intrusion, Principal	$199.90	$204.10	$208.38	$212.76	$217.23
Health Applications Engineer, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Health Applications Engineer, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Health Applications Engineer, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Health Applications Engineer, Principal	$156.35	$159.63	$162.99	$166.41	$169.90
Health Applications Systems Analyst/Programmer, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Health Applications Systems Analyst/Programmer, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Health Applications Systems Analyst/Programmer, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Health Applications Systems Analyst/Programmer, Principal	$140.32	$143.27	$146.28	$149.35	$152.48

Labor Category	Contractor Site Rate: 3/25/2020 - 3/24/2021	Contractor Site Rate: 3/25/2021 - 3/24/2022	Contractor Site Rate: 3/25/2022 - 3/24/2023	Contractor Site Rate: 3/25/2023 - 3/24/2024	Contractor Site Rate: 3/25/2024 - 12/6/2024
Health Applications Systems Analyst/Programmer, Sr Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Health Business Systems Analyst, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Health Business Systems Analyst, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Health Business Systems Analyst, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Health Business Systems Analyst, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Health Business Systems Analyst, Senior Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Health Configuration Management Specialist, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Health Configuration Management Specialist, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Health Configuration Management Specialist, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Health Configuration Management Specialist, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Health Configurations/Data Management Analyst Mgr	$162.72	$166.14	$169.63	$173.19	$176.83
Health Document Specialist, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Health Document Specialist, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Health Document Specialist, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Health Document Specialist, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Health Functional Analyst, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Health Functional Analyst, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Health Functional Analyst, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Health Functional Analyst, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Health Functional Analyst, Senior Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Health Hardware Engineer, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Health Hardware Engineer, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Health Hardware Engineer, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Health Hardware Engineer, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Health Hardware Engineer, Senior Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Health Hardware Engineering Manager	$183.67	$187.53	$191.47	$195.49	$199.59
Health Information Security Engineer, Associate	$87.61	$89.45	$91.33	$93.25	$95.20
Health Information Security Engineer, Staff	$106.01	$108.24	$110.51	$112.83	$115.20
Health Information Security Engineer, Senior	$141.68	$144.66	$147.69	$150.79	$153.96
Health Information Security Engineer, Principal	$172.38	$176.00	$179.70	$183.47	$187.32
Health Information Security Engineer, Sr Principal	$199.90	$204.10	$208.38	$212.76	$217.23
Health Information Security Specialist, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Health Information Security Specialist, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Health Information Security Specialist, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Health Information Security Specialist, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Health Information Security Specialist, Sr Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Health Information Technology Supervisor	$140.32	$143.27	$146.28	$149.35	$152.48

Labor Category	Contractor Site Rate: 3/25/2020 - 3/24/2021	Contractor Site Rate: 3/25/2021 - 3/24/2022	Contractor Site Rate: 3/25/2022 - 3/24/2023	Contractor Site Rate: 3/25/2023 - 3/24/2024	Contractor Site Rate: 3/25/2024 - 12/6/2024
Health Information Technology Manager	$162.72	$166.14	$169.63	$173.19	$176.83
Health Information Technology Scientist	$183.67	$187.53	$191.47	$195.49	$199.59
Health Information Technology Senior Scientist	$212.30	$216.76	$221.31	$225.96	$230.70
Health LAN/WAN Engineer, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Health LAN/WAN Engineer, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Health LAN/WAN Engineer, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Health LAN/WAN Engineer, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Health LAN/WAN Engineer, Senior Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Health Network Administrator, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Health Network Administrator, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Health Network Administrator, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Health Network Administrator, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Health Network Administrator, Senior Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Health Network Engineer, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Health Network Engineer, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Health Network Engineer, Senior	$128.51	$131.21	$133.96	$136.78	$139.65
Health Network Engineer, Principal	$156.35	$159.63	$162.99	$166.41	$169.90
Health Network Engineer, Senior Principal	$181.31	$185.12	$189.00	$192.97	$197.03
Health Network Engineering Senior Manager	$183.67	$187.53	$191.47	$195.49	$199.59
Health Program Control Analyst, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Health Program Control Analyst, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Health Program Control Analyst, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Health Program Control Analyst, Lead	$140.32	$143.27	$146.28	$149.35	$152.48
Health Program Control Manager	$162.72	$166.14	$169.63	$173.19	$176.83
Health Security Engineer, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Health Security Engineer, Staff	$106.01	$108.24	$110.51	$112.83	$115.20
Health Security Engineer, Senior	$141.68	$144.66	$147.69	$150.79	$153.96
Health Security Engineer, Principal	$156.35	$159.63	$162.99	$166.41	$169.90
Health Security Engineer, Sr Principal	$181.31	$185.12	$189.00	$192.97	$197.03
Health Software Developer, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Health Software Developer, Staff	$106.01	$108.24	$110.51	$112.83	$115.20
Health Software Developer, Senior	$128.51	$131.21	$133.96	$136.78	$139.65
Health Software Developer, Principal	$156.35	$159.63	$162.99	$166.41	$169.90
Health Software Developer, Senior Principal	$181.31	$185.12	$189.00	$192.97	$197.03
Health Software Engineer, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Health Software Engineer, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Health Software Engineer, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Health Software Engineer, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Health Software Engineer, Sr Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Health Software QA Specialist, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Health Software QA Specialist, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Health Software QA Specialist, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Health Software QA Specialist, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Health Software QA Specialist, Sr Principal	$162.72	$166.14	$169.63	$173.19	$176.83

Labor Category	Contractor Site Rate: 3/25/2020 - 3/24/2021	Contractor Site Rate: 3/25/2021 - 3/24/2022	Contractor Site Rate: 3/25/2022 - 3/24/2023	Contractor Site Rate: 3/25/2023 - 3/24/2024	Contractor Site Rate: 3/25/2024 - 12/6/2024
Health Subject Matter Expert	$140.32	$143.27	$146.28	$149.35	$152.48
Health Subject Matter Expert, Senior	$162.72	$166.14	$169.63	$173.19	$176.83
Health Subject Matter Expert, Principal	$183.67	$187.53	$191.47	$195.49	$199.59
Health Subject Matter Expert, Senior Principal	$212.30	$216.76	$221.31	$225.96	$230.70
Health Systems Administrator, Associate	$87.61	$89.45	$91.33	$93.25	$95.20
Health Systems Administrator, Staff	$116.87	$119.32	$121.83	$124.39	$127.00
Health Systems Administrator, Senior	$141.68	$144.66	$147.69	$150.79	$153.96
Health Systems Administrator, Principal	$172.38	$176.00	$179.70	$183.47	$187.32
Health Systems Administrator, Senior Principal	$181.31	$185.12	$189.00	$192.97	$197.03
Health Systems Administration Manager	$183.67	$187.53	$191.47	$195.49	$199.59
Health Systems Analyst, Associate	$78.63	$80.28	$81.97	$83.69	$85.45
Health Systems Analyst, Staff	$95.14	$97.14	$99.18	$101.26	$103.39
Health Systems Analyst, Senior	$115.33	$117.75	$120.22	$122.75	$125.33
Health Systems Analyst, Principal	$140.32	$143.27	$146.28	$149.35	$152.48
Health Systems Analyst, Senior Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Health Systems Engineer, Associate	$87.61	$89.45	$91.33	$93.25	$95.20
Health Systems Engineer, Staff	$106.01	$108.24	$110.51	$112.83	$115.20
Health Systems Engineer, Senior	$141.68	$144.66	$147.69	$150.79	$153.96
Health Systems Engineer, Principal	$172.38	$176.00	$179.70	$183.47	$187.32
Health Systems Engineer, Sr Principal	$199.90	$204.10	$208.38	$212.76	$217.23
Health Assistant Technical Director	$162.72	$166.14	$169.63	$173.19	$176.83
Health Technical Director 1	$183.67	$187.53	$191.47	$195.49	$199.59
Health Technical Director 2	$212.30	$216.76	$221.31	$225.96	$230.70
Health Director, Information Technology	$212.30	$216.76	$221.31	$225.96	$230.70
Health Systems Architect	$115.33	$117.75	$120.22	$122.75	$125.33
Health Systems Architect, Senior	$140.32	$143.27	$146.28	$149.35	$152.48
Health Systems Architect, Principal	$162.72	$166.14	$169.63	$173.19	$176.83
Health Technical Writer, Associate	$69.11	$70.56	$72.04	$73.56	$75.10
Health Technical Writer, Staff	$83.01	$84.75	$86.53	$88.35	$90.21
Health Technical Writer, Senior	$103.61	$105.79	$108.01	$110.28	$112.59
Health Technical Writer, Principal	$123.66	$126.26	$128.91	$131.62	$134.38
Health Help Desk Specialist, Staff	$80.14	$81.82	$83.54	$85.30	$87.09
Health Help Desk Specialist, Senior	$92.74	$94.69	$96.68	$98.71	$100.78
Health Help Desk Specialist, Principal	$114.40	$116.80	$119.26	$121.76	$124.32
Health Senior Office Administrator	$92.74	$94.69	$96.68	$98.71	$100.78