



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

SIN 132-51 - INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES

SIN 132-56 - HEALTH INFORMATION TECHNOLOGY (IT) SERVICES

- FPDS Code D301 IT Facility Operation and Maintenance
- FPDS Code D302 IT Systems Development Services
- FPDS Code D306 IT Systems Analysis Services
- FPDS Code D307 Automated Information Systems Design and Integration Services
- FPDS Code D308 Programming Services
- FPDS Code D310 IT Backup and Security Services
- FPDS Code D311 IT Data Conversion Services
- FPDS Code D313 Computer Aided Design/Computer Aided Manufacturing (CAD/CAM) Services
- FPDS Code D316 IT Network Management Services
- FPDS Code D317 Creation/Retrieval of IT Related Automated News Services, Data Services, or Other Information Services (All other information services belong under Schedule 76)
- FPDS Code D399 Other Information Technology Services, Not Elsewhere Classified

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

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

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

**Business Integra Technology Solutions Inc. dba Business Integra
6550 Rock Spring Drive, Suite 450, Bethesda, MD 20817
301-474-9600
www.BusinessIntegra.com**

Contract Number: **GS-35F-0150W**
Period Covered by Contract: **December 15, 2014 to December 14, 2019**

General Services Administration
Federal Acquisition Service

Pricelist current through Modification # PO-0012, dated September 20, 2016.

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

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INFORMATION FOR ORDERING ACTIVITIES APPLICABLE TO ALL SPECIAL ITEM NUMBERS

SPECIAL NOTICE TO AGENCIES: Small Business Participation

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

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

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

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

1. GEOGRAPHIC SCOPE OF CONTRACT:

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

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

Offerors are requested to check one of the following boxes:

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

For Special Item Number 132-53 Wireless Services ONLY, if awarded, list the limited geographic coverage area:

2. CONTRACTOR'S ORDERING ADDRESS AND PAYMENT INFORMATION:

Business Integra Technology Solutions Inc. dba Business Integra
6550 Rock Spring Drive, Suite 450
Bethesda, MD 20817

Contractors are required to accept credit cards for payments equal to or less than the micro-purchase threshold for oral or written delivery orders. Credit 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.

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

301-474-9600

3. LIABILITY FOR INJURY OR DAMAGE

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

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

Block 9: G. Order/Modification Under Federal Schedule
Block 16: Data Universal Numbering System (DUNS) Number: **114425536**
Block 30: Type of Contractor - **A. Small Disadvantaged Business**
Block 31: Woman-Owned Small Business - **Yes**
Block 36: Contractor's Taxpayer Identification Number (TIN): **412019304**

4a. CAGE Code: **3BGU6**

4b. Contractor **has** registered with the Central Contractor Registration Database.

5. FOB DESTINATION**6. DELIVERY SCHEDULE**

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

SPECIAL ITEM NUMBER	DELIVERY TIME (Days ARO)
132-51	As negotiated between ordering activity and Business Integra
132-56	As negotiated between ordering activity and Business Integra

b. **URGENT REQUIREMENTS:** When the Federal Supply Schedule contract delivery period does not meet the bona fide urgent delivery requirements of an ordering activity, ordering activities are encouraged, if time permits, to contact the Contractor for the purpose of obtaining accelerated delivery. The Contractor shall reply to the inquiry within 3 workdays after receipt. (Telephonic replies shall be confirmed by the Contractor in writing.) If the Contractor offers an accelerated delivery time acceptable to the ordering activity, any order(s) placed pursuant to the agreed upon accelerated delivery time frame shall be delivered within this shorter delivery time and in accordance with all other terms and conditions of the contract.

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

- Prompt Payment: 0 % - 30 days from receipt of invoice or date of acceptance, whichever is later.
- Quantity: NONE
- Dollar Volume: NONE
- Government Educational Institutions are offered the same discounts as all other Government customers
- Other: NONE

8. TRADE AGREEMENTS ACT OF 1979, as amended:

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

9. STATEMENT CONCERNING AVAILABILITY OF EXPORT PACKING:

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

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

a. The Maximum Order value for the following Special Item Numbers (SINs) is \$500,000.

Special Item Number 132-51 - Information Technology (IT) Professional Services
Special Item Number 132-56 - Health Information Technology Services

12. ORDERING PROCEDURES FOR FEDERAL SUPPLY SCHEDULE CONTRACTS

Ordering activities shall use the ordering procedures of Federal Acquisition Regulation (FAR) 8.405 when placing an order or establishing a BPA for supplies or services. These procedures apply to all schedules.

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

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

13.1 FEDERAL INFORMATION PROCESSING STANDARDS PUBLICATIONS (FIPS PUBS): Information Technology products under this Schedule that do not conform to Federal Information Processing Standards (FIPS) should not be acquired unless a waiver has been granted in accordance with the applicable "FIPS Publication." Federal Information Processing Standards Publications (FIPS PUBS) are issued by the U.S. Department of Commerce, National Institute of Standards and Technology (NIST), pursuant to National Security Act.

Information concerning their availability and applicability should be obtained from the National Technical Information Service (NTIS), 5285 Port Royal Road, Springfield, Virginia 22161. FIPS PUBS include voluntary standards when these are adopted for Federal use. Individual orders for FIPS PUBS should be referred to the NTIS Sales Office, and orders for subscription service should be referred to the NTIS Subscription Officer, both at the above address, or telephone number (703) 487-4650.

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

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

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

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

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

16. GSA ADVANTAGE!

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

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

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

17. PURCHASE OF OPEN MARKET ITEMS

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

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

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

18. CONTRACTOR COMMITMENTS, WARRANTIES AND REPRESENTATIONS

- (a) For the purpose of this contract, commitments, warranties and representations include, in addition to those agreed to for the entire schedule contract:
 - (1) Time of delivery/installation quotations for individual orders;
 - (2) Technical representations and/or warranties of products concerning performance, total system performance and/or configuration, physical, design and/or functional characteristics and capabilities of a product/equipment/service/software package submitted in response to requirements which result in orders under this schedule contract.
 - (3) Any representations and/or warranties concerning the products made in any literature, description, drawings and/or specifications furnished by the Contractor.
- (b) The above is not intended to encompass items not currently covered by the GSA Schedule contract.

19. OVERSEAS ACTIVITIES

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

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

20. BLANKET PURCHASE AGREEMENTS (BPAs)

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

21. CONTRACTOR TEAM ARRANGEMENTS

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

22. INSTALLATION, DEINSTALLATION, REINSTALLATION

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

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

23. SECTION 508 COMPLIANCE.

If applicable, Section 508 compliance information on the supplies and services in this contract are available in Electronic and Information Technology (EIT) at the following:

WWW.BUSINESSINTEGRA.COM

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

24. PRIME CONTRACTOR ORDERING FROM FEDERAL SUPPLY SCHEDULES.

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

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

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

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

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

26. SOFTWARE INTEROPERABILITY

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

27. ADVANCE PAYMENTS

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

<p style="text-align: center;">TERMS AND CONDITIONS APPLICABLE TO INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES (SIN 132-51) HEALTH INFORMATION TECHNOLOGY (IT) SERVICES (SIN 132-56)</p>
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1. SCOPE

- a. The prices, terms and conditions stated under Special Item Number 132-51 Information Technology Professional Services and Special Item Number 132-56 Health Information Technology (IT) Services apply exclusively to IT Professional Services and Health IT Services within the scope of this Information Technology Schedule.
- b. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

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

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

3. ORDER

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

4. PERFORMANCE OF SERVICES

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

use GSA city pair contracts.

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

- a. The Contracting Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop-work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Contracting Officer shall either-
- (1) Cancel the stop-work order; or
 - (2) Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the Government, clause of this contract.
- b. If a stop-work order issued under this clause is canceled or the period of the order or any extension thereof expires, the Contractor shall resume work. The Contracting Officer shall make an equitable adjustment in the delivery schedule or contract price, or both, and the contract shall be modified, in writing, accordingly, if-
- (1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and
 - (2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.
- c. If a stop-work order is not canceled and the work covered by the order is terminated for the convenience of the Government, the Contracting Officer shall allow reasonable costs resulting from the stop-work order in arriving at the termination settlement.
- d. If a stop-work order is not canceled and the work covered by the order is terminated for default, the Contracting Officer shall allow, by equitable adjustment or otherwise, reasonable costs resulting from the stop-work order.

6. INSPECTION OF SERVICES

The Inspection of Services–Fixed Price (AUG 1996) (Deviation 1 – May 2003) clause at FAR 52.246-4 applies to firm-fixed price orders placed under this contract. The Inspection–Time-and-Materials and Labor-Hour (May 2001) (Deviation 1 – May 2003) clause at FAR 52.246-6 applies to time-and-materials and labor-hour orders placed under this contract.

7. RESPONSIBILITIES OF THE CONTRACTOR

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

8. RESPONSIBILITIES OF THE ORDERING ACTIVITY

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

9. INDEPENDENT CONTRACTOR

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

10. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

- Contractor^{||} means the person, firm, unincorporated association, joint venture, partnership, or corporation that is a party to this contract.

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

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

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

11. INVOICES

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

12. PAYMENTS

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

- a. The Government contemplates award of a Time-and-Materials or Labor-Hour type of contract resulting from this solicitation.
- b. The offeror must specify fixed hourly rates in its offer that include wages, overhead, general and administrative expenses, and profit. The offeror must specify whether the fixed hourly rate for each labor category applies to labor performed by -

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

13. RESUMES

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

14. INCIDENTAL SUPPORT COSTS

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

15. APPROVAL OF SUBCONTRACTS

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

16. DESCRIPTION OF IT PROFESSIONAL SERVICES AND PRICING

<p style="text-align: center;">USA COMMITMENT TO PROMOTE SMALL BUSINESS PARTICIPATION PROCUREMENT PROGRAMS</p>

PREAMBLE

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

COMMITMENT

To actively seek and partner with small businesses.

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

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

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

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

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

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

We signify our commitment to work in partnership with small, small disadvantaged and women-owned small businesses to promote and increase their participation in ordering activity contracts. To accelerate potential opportunities please contact

Selva Jayaraman, EVP & COO, 6550 Rock Spring Drive, Suite 450, Bethesda, MD 20817
(phone) 301-474-9600
(fax) 301-474-9651
Selva.Jayaraman@BusinessIntegra.com

BPA Number _____

**(CUSTOMER NAME)
BLANKET PURCHASE AGREEMENT**

Pursuant to GSA Federal Supply Schedule Contract Number(s) _____, Blanket Purchase Agreements, the Contractor agrees to the following terms of a Blanket Purchase Agreement (BPA) EXCLUSIVELY WITH (ordering activity):

- (1) The following contract items can be ordered under this BPA. All orders placed against this BPA are subject to the terms and conditions of the contract, except as noted below:

MODEL NUMBER/PART NUMBER	*SPECIAL BPA DISCOUNT/PRICE
_____	_____
_____	_____
_____	_____

- (2) Delivery:

DESTINATION	DELIVERY SCHEDULES / DATES
_____	_____
_____	_____
_____	_____

- (3) The ordering activity estimates, but does not guarantee that the volume of purchases through this agreement will be _____.
- (4) This BPA does not obligate any funds.
- (5) This BPA expires on _____ or at the end of the contract period, whichever is earlier.
- (6) The following office(s) is hereby authorized to place orders under this BPA:

OFFICE	POINT OF CONTACT
_____	_____
_____	_____
_____	_____

- (7) Orders will be placed against this BPA via Electronic Data Interchange (EDI), FAX, or paper.
- (8) Unless otherwise agreed to, all deliveries under this BPA must be accompanied by delivery tickets or sales slips that must contain the following information as a minimum:
- a. Name of Contractor;
 - b. Contract Number;
 - c. BPA Number;

- d. Model Number or National Stock Number (NSN);
 - e. Purchase Order Number;
 - f. Date of Purchase;
 - g. Quantity, Unit Price, and Extension of Each Item (unit prices and extensions need not be shown when incompatible with the use of automated systems; provided, that the invoice is itemized to show the information); and
 - h. Date of Shipment.
- (9) The requirements of a proper invoice are specified in the Federal Supply Schedule contract. Invoices will be submitted to the address specified within the purchase order transmission issued against this BPA.
- (10) The terms and conditions included in this BPA apply to all purchases made pursuant to it. In the event of an inconsistency between the provisions of this BPA and the Contractor's invoice, the provisions of this BPA will take precedence.

BASIC GUIDELINES FOR USING “CONTRACTOR TEAM ARRANGEMENTS”

Federal Supply Schedule Contractors may use –Contractor Team Arrangements (see FAR 9.6) to provide solutions when responding to an ordering activity requirements.

These Team Arrangements can be included under a Blanket Purchase Agreement (BPA). BPAs are permitted under all Federal Supply Schedule contracts.

Orders under a Team Arrangement are subject to terms and conditions of the Federal Supply Schedule Contract.

Participation in a Team Arrangement is limited to Federal Supply Schedule Contractors.

Customers should refer to FAR 9.6 for specific details on Team Arrangements.

Here is a general outline on how it works:

- The customer identifies their requirements.
- Federal Supply Schedule Contractors may individually meet the customers’ needs, or -
- Federal Supply Schedule Contractors may individually submit a Schedules “Team Solution” to meet the customer’s requirement.
- Customers make a best value selection.

BUSINESS INTEGRA LABOR CATEGORY DESCRIPTIONS OF IT PROFESSIONAL SERVICES / SIN 132-51
SIN 132-51 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-51-001	132-51	Administrative Specialist	Performs administrative duties required to support project management staff and ongoing office operations. Develops/implements office administrative procedures in accordance with organizational and project policies. Schedules and coordinates meetings and conferences. Composes correspondence that requires an understanding of technical nomenclature. Prepares required administrative reports. Trains clerical staff in the operation of computer/word processing and other office equipment. Duties require minimal Project Manager Guidance to complete an assignment.	Associates Degree	Requires six (6) years of progressive experience in participating in related projects.
70-132-51-002	132-51	Applications Development Team Leader	Provides technical direction to personnel performing systems analyses and system development tasks. Coordinates and performs logical and physical systems designs. Reviews and prepares system documents or specifications. Prepares reports, studies, and documentation, delivers presentations, and participates in meetings.	Bachelor's degree or equivalent experience.	Minimum of three (3) years experience.

SIN 132-51 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-51-003	132-51	Business System Analyst	Supports determination of operational objectives by studying business functions; gathering information; evaluating output requirements and formats. Supports solving organizational information problems and requirements by analyzing requirements; designing computer programs; recommending system controls and protocols. Defines project requirements by identifying project milestones, phases, and elements; leads project team; establishing project budget.	Bachelor's degree in computer engineering, computer science, electrical engineering, mathematics or physical sciences, or equivalent.	At least six (6) years of experience in information systems design and implementation, change management efforts or business process redesign.
70-132-51-004	132-51	Chief Engineer - Consultant	Formulates and designs scope and objectives for projects. Provides review and audits of program's technical performance. May develop and lead seminars, symposiums, and technical programs. Develops distinctive tools, techniques or methods for project application. Demonstrates innovation in research in his/her technical discipline.	Bachelor's degree in a technical or engineering discipline.	Minimum twenty (20) years combined technical and managerial experience with demonstrated leadership abilities.
70-132-51-005	132-51	Chief Scientist	Develops simulation models, ISs, or satellite, sonar, or electronic warfare systems; computer-based performance analysis techniques; or provides top-level assessment reviews involving resolution of complex engineering problems	Master's degree or equivalent experience.	Twelve (12) years experience.

SIN 132-51 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-51-006	132-51	Configuration Management Specialist	Maintains configuration baselines, ensures changes are in accordance with approved procedures, and manages configurations in accordance with software development changes. Reports on impact of changes to the baseline configuration, and provides support to the Configuration Control Board as required. Has practical experience in the use of automated tools that support the Configuration Management effort.	Bachelors Degree in computer engineering, computer sciences, or information management.	Three (3) years of related experience maintaining configuration baselines and reports.
70-132-51-007	132-51	Database Administrator I	Performance tuning, monitoring, creation of stored procedures, triggers, and diagrams, as well as backup and recovery. Maintains database performance and availability; implements new requirements into custom database; designs tables, views, triggers and stored procedures; monitors the database security rights and rolls; develops UI for functionality and performance; develops client side reports; assures QA testing for new reports during development stages; troubleshoots and fixes operation's —break-fixl database issues; monitors data integrity from a user data entry standpoint.	Bachelor's degree in Computer Science, Information Technology.	Minimum of one (1) year of experience.

SIN 132-51 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-51-008	132-51	Database Administrator II	Performance tuning, monitoring, creation of stored procedures, triggers, and diagrams, as well as backup and recovery; Maintains database performance and availability; implements new requirements into custom database; designs tables, views, triggers and stored procedures; monitors the database security rights and rolls; develops UI for functionality and performance; develops client side reports; assures QA testing for new reports during development stages; troubleshoots and fixes operation's —break-fixl database issues; monitors data integrity from a user data entry standpoint.	Bachelor's degree in Computer Science, Information Technology.	Minimum of Five (5) year of experience.
70-132-51-009	132-51	Database Administrator III	Under minimum supervision, is responsible for all aspects of database administration. Performs as technical lead and consultant to professional staff and the customer in the database administration. Creates solutions for specific technical problems. Will act as a technical supervisor and project leader. Responsible for all aspects of database management and assists in the overall direction to all project level activities and personnel.	Bachelor's degree in a technical or engineering discipline.	Minimum five (5) years experience performing database administration.
70-132-51-010	132-51	Functional Expert	Provides business and analytical expertise in support of project. Provides an understanding of the client's objectives and has extensive knowledge of typical core processes. May prepare overall designs and detailed specifications for system components. Offers knowledge, experience, and insight in a particular area, such as facilitation.	Bachelor's degree or equivalent experience.	Minimum of five (5) years experience.

SIN 132-51 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-51-011	132-51	Help Desk Specialist	Provides front-line advice service to end-users on software and hardware related problems. Provides first line technical support relating to system/network administration; resolves user-related issues dealing with desktop configuration, email, and other application-related issues in a client-server environment; and monitors work stations, troubleshoots problems, and performs preventative diagnostic maintenance and service.	BS with specialized knowledge of micro computer systems.	Two (2) year experience with computer system maintenance support, including installation, programming, and cabling; knowledge of operating systems and software applications.
70-132-51-012	132-51	Human Resources Specialist	Administers human resources policies and procedures. Collects and analyzes HR data, and then makes recommendations to management. Processes paperwork for functional area according to established procedures. May prepare internal employee communications regarding compensation, benefits, or company policies. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a manager.	Bachelor's degree or equivalent experience.	Two (2) to three (3) years of experience in the field or in a related area.

SIN 132-51 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-51-013	132-51	Infrastructure Architect	<p>Designs and manages IT solutions and architectures to support current requirements and future cross-functional requirements and interfaces. Scopes, designs, develops, installs, and maintains enterprise-wide or large-scale information systems. Ensures systems are compatible and in compliance with application standards such as NIST, IEEE reference models, open systems architecture standards, and that the common operating environment is architecturally compliant. Analyzes, defines, and provides solutions for resolving issues that exist in data center disciplines.</p>	Bachelor's degree or equivalent experience.	Ten (10) years experience.
70-132-51-014	132-51	IT Analyst Level I	<p>Works to ensure that information systems, products, and services meet minimum organizational standards and end-user requirements. Responsibilities may require developing new or improved techniques and procedures relating to the development, operation of systems, and procedures dealing with resources and facilities management, database planning and design, systems analysis and design, network services, programming, conversion and implementation support, network services project management, data/records management, and other computer related services. Reports progress on problem resolution to senior IT analysts. Devises improvements to current IT procedures and develops models of possible future configurations.</p>	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.	Requires five (5) years of progressive experience in participating in related projects.

SIN 132-51 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-51-015	132-51	IT Analyst Level II	<p>Applies experience to the system development life cycle management activities of complex system deployments. Leads technical working groups. Responsible for integrating and implementing approved task and project recommendations. Establishes system development and integration methodologies and standards. Develops user requirements and ensures that business solutions are consistent with customer's strategic goals. Applies business process improvement practices to reengineer business processes, principles and methodologies. Establishes and maintains security, integrity, and business continuity controls and documentation. Reviews deliverables of junior IT Analyst staff.</p>	<p>Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.</p>	<p>Requires seven (7) years of progressive experience in participating in related projects.</p>
70-132-51-016	132-51	IT Security Manager	<p>Responsible for developing, implementing and administering company security policies, procedures and programs. Establishes a security program for personnel and property protection. Coordinates and administers security clearances. Monitors and conducts security briefings and security education programs. Maintains liaison with outside agencies and keeps upper management informed of all security activities. Recommends procedures for and systems for visitor control, employee identification and safeguard of company facilities, equipment, materials and employee property.</p>	<p>Bachelor's degree or equivalent experience.</p>	<p>Fifteen (15) years.</p>

SIN 132-51 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-51-017	132-51	Network Engineer I	Installs, maintains, and monitors the operation of the organization’s enterprise network and acts as liaison between developers, operators, vendors, customers, and other personnel regarding the issues surrounding network hardware and software. Implements and administers network solutions which meet customer business requirements and service level agreements; monitors, and enforces network security systems; monitors and manages network availability and performance to substantiate defined service level agreements; evaluates network hardware and software solutions in accordance to industry standards; manages and monitors network firewall products; participates in regular network maintenance activities.	Bachelor’s degree in Computer Science, MIS or related field.	Minimum three (3) years experience managing networks.
70-132-51-018	132-51	Network Engineer II	Implements and administers network solutions which meet customer business requirements and service level agreements; monitors, and enforces network security systems; monitors and manages network availability and performance to substantiate defined service level agreements; evaluates network hardware and software solutions in accordance to industry standards; manages and monitors network firewall products; participates in regular network maintenance activities.	Bachelor’s degree in Computer Science, MIS or related field.	Minimum Five (5) years experience managing networks Installs, maintains, and monitors the operation of the organization’s enterprise network and acts as liaison between developers, operators, vendors, customers, and other personnel regarding the issues surrounding network hardware and software.

SIN 132-51 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-51-019	132-51	Network Engineer III	Works on the analysis of customer requirements and development of integrated IT/network solutions. Entails complete network system responsibilities associated with the entire life cycle of network development. This includes leading team activities from conceptual design to integration and enhancement of networks. The role of the senior engineer is to work with other elements/functions of system design team including software architects and systems engineers, to perform system analyses, performance trades, requirements development and decomposition. The Senior Network Architect will subsequently develop and integrate solutions for the network connectivity and interaction of systems.	Bachelor's degree in Electrical Engineering, Computer Science or related discipline.	Eight (8) years experience in a broad range of networking tasks.
70-132-51-020	132-51	Principal Consultant I	Functions as a practice leader developing, securing funding for, and managing multiple consulting assignments and clients within one or more specialty area. Responsible for project financial management, developing business and strategic plans, proposals and presentations. Determines objectives, requirement, and methodology. Executes corrective action as necessary. Leads major projects working with senior staff members, interfaces with high-level government officials and develops responsive IT solutions.	Bachelor's degree or equivalent experience.	Six (6) years experience in the development, implementation, administration, and review of Federal Government or financial management projects.

SIN 132-51 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-51-021	132-51	Principal Consultant II	Functions as a practice leader developing, securing funding for, and managing multiple consulting assignments and clients within one or more specialty area. Responsible for project financial management, developing business and strategic plans, proposals and presentations. Determines objectives, requirement, and methodology. Executes corrective action as necessary. Leads major projects working with senior staff members, interfaces with high-level government officials and develops responsive IT solutions.	Bachelor's degree or equivalent experience.	Eight (8) years experience in the development, implementation, administration, and review of Federal Government or financial management projects.
70-132-51-022	132-51	Program Control Specialist	Will ensure that task, technical, schedule, and cost requirements are met.	Bachelors Degree or equivalent.	Six plus (6+) years contract management including government contract programs.

SIN 132-51 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-51-023	132-51	Program Manager I	Responsible for the management of personnel, and financial resources, and is accountable for the quality and timely delivery of all contractual items; Serves as the focal point-of-contact with client regarding program activities; Operates within client guidelines, contractual limitation, and Company business and policy code of conduct; Ensures all required resources including manpower, production standard, computer time, and facilities for program implementation; Manages program consisting multiple projects including project identification, design, development, and delivery; Maintains the development and execution of business opportunities based on broad, general guidance; Collaborates with project manager to provide technical guidance and problem resolution. Perform other duties as assigned.	Bachelor's degree in relevant subject field .	Three (3) years of progressive experience in managing, directing and implementing projects. Program areas typically more than three functional areas that may include systems analysis, quality control, administration, etc.

SIN 132-51 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-51-024	132-51	Program Manager II	<p>Oversees the performance of a variety of related projects, which are arranged by technology, program, or client; directs the development of technology and/or application, marketing and resource allocation within the program. Responsible for the management of personnel, and financial resources, and is accountable for the quality and timely delivery of all contractual items; Serves as the focal point-of-contact with client regarding program activities; Operates within client guidelines, contractual limitation, and Company business and policy code of conduct. Ensures all required resources including manpower, production standard, computer time, and facilities for program implementation; Manages program consisting multiple projects including project identification, design, development, and delivery. Maintains the development and execution of business opportunities based on broad, general guidance; Collaborates with project manager to provide technical guidance and problem resolution; Also responsible for marketing new technology and follow-on business acquisitions; Perform other duties as assigned.</p>	Master's degree in relevant subject field .	Ten (10) years of progressive experience in managing, directing and implementing projects; Program areas typically more than three functional areas that may include engineering, systems analysis, quality control, administration, etc.

SIN 132-51 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-51-025	132-51	Program Manager III	Provides overall direction of program activities and personnel. With guidance from customers, specifications, and directives, plans and executes specification development and systems specification, design, and development. Consults with customers to ensure contractual conformity, produces financial and technical reports showing project status to customers and management, assigns tasks and responsibilities to subordinates and is responsible for successful completion of all tasks.	Bachelors Degree or equivalent.	Thirteen (13) years of related experience managing complex program activities and as customer liaison for program progress reports, 7 years of which should be expertise specific to discipline.
70-132-51-026	132-51	Program Manager IV	Provides overall direction of program activities and personnel. With guidance from customers, specifications, and directives, plans and executes specification development and systems specification, design, and development. Consults with customers to ensure contractual conformity, produces financial and technical reports showing project status to customers and management, assigns tasks and responsibilities to subordinates and is responsible for successful completion of all tasks.	Bachelors Degree or equivalent.	Fourteen (14) years of related experience managing complex program activities and as customer liaison for program progress reports, 7 years of which should be experience specific to discipline.

SIN 132-51 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-51-027	132-51	Program Manager V	Provides overall direction of program activities and personnel. With guidance from customers, specifications, and directives, plans and executes specification development and systems specification, design, and development. Consults with customers to ensure contractual conformity, produces financial and technical reports showing project status to customers and management, assigns tasks and responsibilities to subordinates and is responsible for successful completion of all tasks.	Bachelors Degree or equivalent. Advanced degree preferred.	Fifteen plus (15+) years management, 10 + years of which should be experience specific to discipline. Includes all work to develop, integrate and execute the program management activities necessary to successfully execute the requirements of this contract.
70-132-51-028	132-51	Programmer Analyst I	Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and documenting programs. ; Has knowledge of commonly used concepts, practices, and procedures within a particular field; Relies on instructions and pre-established guidelines to perform the functions of the job.	A Bachelor's degree in Computer Science, Information Systems, Engineering, or a related discipline.	Two (2) years of relevant experience.
70-132-51-029	132-51	Programmer Analyst II	Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and documenting programs. ; Working knowledge of commonly used concepts, practices, and procedures within a particular field; Relies on instructions and pre-established guidelines to perform the functions of the job.	A Bachelor's degree in Computer Science, Information Systems, Engineering, or a related discipline and Five (5) years of relevant experience.	Five (5) years of relevant experience.

SIN 132-51 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-51-030	132-51	Programmer Analyst III	<p>Under minimum supervision, analyzes, designs, codes, and documents complex applications for large-scale computers and related equipment appropriate to scientific and commercial projects. Performs technical tasks using both standard and nonstandard analysis, design, and programming methods and techniques. Determines customer requirements for the final program or system. Analyzes problems in terms of such factors as user requirements, input data and form, output data and form, available computer configuration, processing turnaround requirements, input and output checking, and overall problem-schedule requirements. Advises on computer requirements and limitations to help define automation needs. May provide advice on system design configurations, procedural and technical aspects of automated records, hardware acquisition, and maintenance. Develops and writes machine or other suitable source language instructions required for computer processing.</p>	Bachelor's degree or equivalent.	Four (4) to eight (8) years of related experience performing routine design, coding, and documentation of application programs for computers and related equipment used for scientific or commercial projects.

SIN 132-51 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-51-031	132-51	Project Manager I	Under general supervision, is responsible for assisting in all aspects of project performance (i.e., technical, contractual, administrative, financial). Supervises personnel involved in all aspects of project activity, organizes and assigns responsibilities to subordinates, oversees the successful completion of all assigned tasks, establishes and maintains technical and financial reports to show progress to Division management and customers, and maintains customer contacts to ensure conformity to all contractual obligations.	Bachelor's Degree or equivalent.	Minimum five (5) years experience performing non-routine functional activities by providing management and technical direction to project personnel. Exercises independent judgment, as well as a high level of analytical skill, in solving non-routine technical, administrative, and managerial problems. Responsible for all aspects of project performance and assists in the overall direction to all project level activities and personnel.
70-132-51-032	132-51	Project Manager III	Channels the performance of (a) task/tasks on a related program. Manages the integration of products into the overall program schema; Oversees the development of technology and/or application of products. Responsible for managing, planning, scheduling, communicating, facilitating, monitoring, controlling, and reporting project related tasks to ensure timely implementation of releases through deployment, and, in accordance with Project Management Office standards and procedures. These responsibilities include managing cross-functional teams, and delivering approved projects on time, within budget, and with quality results.	A Bachelor's degree in computer science, information systems, business, engineering or related scientific or technical discipline. PMI certification preferred.	A minimum of twelve (12) years general related experience, six (6) of which must be as a project manager. Experience includes increasing responsibilities in program and project management and information systems design.

SIN 132-51 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-51-033	132-51	Quality Assurance Engineer	Provide development of project IT Quality Assurance Plan and the implementation of procedures that conforms to customer requirements. Analyze quality standards for components, materials or services. Apply measures, sampling methods, testing methodology and other procedures that ensure that quality standards are met. Provides technical and administrative direction for personnel performing IT tasks. Apply quality principles, analyzes quality records, prepares reports and recommends improvements. Conduct inspection, verification and validation of components or materials used in development processes. Identify and address recurring problems either with the quality of the product or the reliability of testing procedures. Document quality issues and performance measures for management review. May liaise with external vendors.	Bachelor's degree in computer engineering, computer science, electrical engineering, mathematics or physical sciences, or equivalent.	Three (3) years experience.
70-132-51-034	132-51	Scientist I	Supports senior level scientists and computer scientists in all areas of research, testing, evaluation, and systems integration, as directed. May be assigned tasks that are managed individually without direct supervision.	Bachelor's degree in scientific field.	Zero (0) to one (1) year of general hands-on scientific experience.
70-132-51-035	132-51	Scientist II	Supports senior level scientists and computer scientists in all areas of research, testing, evaluation, and systems integration. Is expected to manage some assigned tasks without direct supervision.	Master's degree in scientific field.	Two (2) to three (3) years of professional experience.

SIN 132-51 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-51-036	132-51	Scientist III	Should have broad experience in all areas of the subject matter. Plans schedules, conducts, or coordinates detailed phases of the work as part of a project. Devises new approaches to problems encountered. Independently performs most assignments with instructions as to the general results expected. Receives technical guidance on unusual or complex problems and supervisory approval on proposed plans for projects.	Ph. D. in scientific field.	Four (4) to six (6) years of professional experience in all areas of research, testing, evaluation, and systems integration. Must display the ability to independently perform most assignments with instructions as to the general results expected.
70-132-51-037	132-51	Security Engineer	Designs and implements solutions for intrusion detection and notification, security auditing, alerting, and response, virus detection and removal, password complexity enforcement, and media protection. Maintain status of system security patch deployments. Develops and updates Standard Operating Procedures for the implemented security controls, prepares and conducts staff security awareness training, and develops budget and schedule plans for security-related activities. We expect the candidate to be a working manager, both leading development activities and performing recurring security-related activities to ensure implementation, sustainment, and effectiveness of implemented security controls.	Bachelor's degree in computer engineering, computer science, electrical engineering, mathematics or physical sciences, or equivalent.	Five (5) years of relevant experience in a security role.

SIN 132-51 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-51-038	132-51	Software Architect	Works independently designing and developing new software products or major enhancements to existing software for third party customers. Acts as high level technical expert, addressing problems of systems integration, compatibility, and multiple platforms. Responsible for project completion. Performs feasibility analysis on potential future projects to management.	Bachelor's degree in computer engineering, computer science, electrical engineering, mathematics or physical sciences, or equivalent.	Requires ten (10) years relevant professional experience. Demonstrated performance in one or more recognized specialized disciplines of computer science is required. Background in the application of computing solutions to practical problems as well as technical leadership abilities in the organization of complex programs of work is required.
70-132-51-039	132-51	Software Engineer I	Some knowledge of platform and operating systems, programming languages, software system design, and requirements analysis. assists in designing and coding of software products. Works under supervision with detailed specifications. May test assigned components and recommend corrections. Identifies and debugs relatively simple processes.	Bachelor's degree in computer science/engineering/mathematical discipline/physical science.	Zero (0) to one (1) year experience.
70-132-51-040	132-51	Software Engineer II	Broad knowledge of platform and operating systems, programming languages, software system design, and requirements analysis. Assists in designing and coding of software products. Works under supervision with detailed specifications. May test assigned components and recommend corrections. Identifies and debugs relatively simple processes.	Bachelor's degree in computer science/engineering/mathematical discipline/physical science.	Two (2) to three (3) years experience.

SIN 132-51 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-51-041	132-51	Software Engineer III	Leads the design, development and modification of major software programming applications. Designs, codes, tests and documents programs. Works on most phases of software systems programming applications.	Bachelor's degree in computer engineering, computer science, electrical engineering, mathematics or physical sciences.	Minimum four (4) years relevant professional experience. Demonstrated performance in one or more recognized specialized disciplines of computer science is required. Background in the application of computing solutions to practical problems as well as technical leadership abilities in the organization of complex programs of work is required.
70-132-51-042	132-51	Software Engineer IV	Leads the design, development and modification of major software programming applications. Designs, codes, tests and documents programs. Works on most phases of software systems programming applications.	Bachelor's degree in computer engineering, computer science, electrical engineering, mathematics or physical sciences, or equivalent.	Six (6) years relevant professional experience. Demonstrated performance in one or more recognized specialized disciplines of computer science is required. Background in the application of computing solutions to practical problems as well as technical leadership abilities in the organization of complex programs of work is required.

SIN 132-51 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-51-043	132-51	Software Engineer V	Leads the design, development and modification of major software programming applications. Designs, codes, tests and documents programs. Instructs, directs and checks the work of other software engineers. May be responsible for quality assurance review.	Bachelor's degree in computer engineering, computer science, electrical engineering, mathematics or physical sciences.	Minimum eight (8) years relevant professional experience. A Master's degree substitutes for 2 years of experience. Demonstrated performance in one or more recognized specialized disciplines of computer science is required. Background in the application of computing solutions to practical problems as well as technical leadership abilities in the organization of complex programs of work is required.
70-132-51-044	132-51	Sr. Business Systems Consultant	Provides leadership or analytical expertise to analysts. Operates with substantial independence and initiative. Undertakes analyses and user consultation tasks at all phases of design and implementation of an application.	Bachelor's degree or equivalent experience.	Minimum of three (3) years experience. Has experience in systems analyses.
70-132-51-045	132-51	Sr. Program Control Specialist	Will ensure that task, technical, schedule, and cost requirements are met.	Bachelors Degree or equivalent.	Fifteen plus (15+) years contract management, ten (10) years of which should be in government contract programs.

SIN 132-51 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-51-046	132-51	Sr. Scientist	Supervisory/lead responsibility over a group of scientists or engineers within one discipline or functions as a technical specialist formulating and developing advanced scientific and engineering concepts. Plans schedules, conducts, or coordinates detailed phases of programs. Devises new approaches to problems encountered. Provides support of education and outreach programs.	Ph.D. degree, or equivalent experience, in physics, engineering, or computational sciences or relevant field.	Eight (8) to ten (10) years experience in identifying science objectives and requirements for mission concept development, 7 years of which should be professional experience in all areas of research, testing, evaluation, and systems integration of subject matter.
70-132-51-047	132-51	Subject Matter Expert I	Defines problems and analyzes and develops plans and requirements in a subject area for complex systems. Coordinates and manages preparation of analyses, evaluations, and recommendations for proper implementation of programs and system specifications in IS architecture, automation, telecommunications, networking, communication protocols, software, email, M&S, and data storage and retrieval, etc.	Bachelor's degree or equivalent experience.	Eight (8) years in the industry, of which four directly relate to the required area of expertise.

SIN 132-51 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-51-048	132-51	Subject Matter Expert II	Provides expert consulting and guidance, and advice in strategic technology, organizational, or business process issues, uses professional concepts in developing resolution to critical issues and broad design matters. Detailed knowledge of field of expertise allows for developing and promoting innovative concepts and new ideas. The mid level Subject Matter Expert is primarily utilized on projects for their specific expertise, not in managerial capacity. Provides insight and direction regarding a specific knowledge area or product; Possesses requisite knowledge and experience recognized in the professional field to qualify the individual as an expert.	Master's degree in a relevant field.	Minimum ten (10) years of professional experience after the Basic educational qualification.
70-132-51-049	132-51	Subject Matter Expert III	Provides expert consulting and guidance, and advice in strategic technology, organizational, or business process issues, uses professional concepts in developing resolution to critical issues and broad design matters. Detailed knowledge of field of expertise allows for developing and promoting innovative concepts and new ideas. The senior Subject Matter Expert is primarily utilized on projects for their specific expertise, not in managerial capacity. Provides insight and direction regarding a specific knowledge area or product; Possesses requisite knowledge and experience recognized in the professional field to qualify the individual as an expert.	Master's degree in a relevant field.	Minimum twenty (20) years of professional experience after the Basic educational qualification. Specialization in the area identified and recognized by peers.

SIN 132-51 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-51-050	132-51	System Administrator	Responsible for installing, configuring and maintaining workstations and servers, including web servers. Performs software installations and upgrades to operating systems. Monitors system for optimal performance. Schedules system backups and develops and promotes standard operating procedures. Maintains and optimizes system operation and resources utilization. Must be able to perform associated tasks requiring the regular exercise of independent judgment.	Bachelor's degree.	Must have at least two (2) years experience in the operation, performance, maintenance and troubleshooting of digital office equipment and networking systems. This experience must include familiarity with contemporary systems (including UNIX and Windows NT) and applications software and hardware components employed in the specific facility, and a demonstrated ability in the providing and assurance of support to the organization served.

SIN 132-51 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-51-051	132-51	System Architect	Provides senior leadership in the development of large, complex software system architectures; Plans effort, develops/approves overall designs and schedules; Assigns work to subordinate development team members; Employs detailed knowledge of the software development process, tools, techniques, distributed and database systems and technologies in providing technical direction to design and development teams; Monitors progress and productivity through use of metrics; Integrates developed and COTS software components/products into the final product. Responsible for overall product quality and compliance with requirements; Responsible for maintaining competency in current software development processes, design technologies, methodologies, architectures and tools; Responsible for mentoring less senior software architecture personnel.	A Master's degree or equivalent in Computer Science, Information Systems, Engineering, Physics, Mathematics or other related field.	This position requires fifteen (15) years of related experience.

SIN 132-51 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-51-052	132-51	Systems Engineer I	Responsible for the technical implementation of the assigned system, across company's projects, according to the relevant customer's specification and the current requirements. Works with Product management to define requirements; works with engineering to define the high-level design for a real time system; ensures designs achieve high availability, maintainability and reliability of the product; helps define the future system architecture leading to increased capacity and availability.	A Bachelor's Degree in Computer Science or a related field.	Minimum two (2) years of relevant experience.
70-132-51-053	132-51	Systems Engineer II	Responsible for the technical implementation of the assigned system, across company's projects, according to the relevant customer's specification and the current requirements; Works with Senior management ;works with engineering to define the high-level design for a complex real time system; ensures designs achieve high availability, maintainability and reliability of the product; helps define the future system architecture leading to increased capacity and availability.	A Bachelor's Degree in Computer Science or a related field.	Minimum Five (5) years of relevant experience.

SIN 132-51 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-51-054	132-51	Systems Engineer III	Leads the development team to build enterprise systems and applications in compliance with the full system lifecycle; Collaborates with end-users to define, analyze and review business requirements; Collaborates with the technical team to define technical specifications and system design; partners with IT management to establish and institutionalize processes and procedures for demand management and development resource allocation; leads the development and deployment activities; facilitates design reviews and code walkthroughs; organizes and participates in testing activities to ensure delivery of quality systems; prepares and manages project plans and milestones; estimates level of effort and resource utilization; anticipates and resolves issues and risks; acts as team developer lead on projects with multiple developers; ensures the projects are delivered with high quality; contributes to the development and continuous review of appropriate practices, standards and guidelines.	BS degree in Computer Science or related field with seven (7) to ten years experience or MS degree in Computer Science with three (3) years experience.	Minimum seven (7) years experience after Bachelor's.

SIN 132-51 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-51-055	132-51	Technical Writer I	Gathers, organizes, analyzes and composes technical information. Also edits descriptions, provides system specs, creates and reviews user manual, translates data, runs special reports, works on a SOW, and assists in other customer deliverables and documents. Prepares workflow and logic flowcharts for various projects.	BS or BA degree in a related field.	Two (2) years experience in technical writing and writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses.
70-132-51-056	132-51	Test & Evaluation Engineer	Develop the testing approach, the test plan, and the test system specifications and design the test systems, utilizing commercial test instrumentation and developing specialized test instruments to meet the project needs. The tasks may involve the use of commercial software packages or require the development of special software routines to support the test and analysis efforts. The knowledge of high-level software languages and an understanding of software development methodologies would be beneficial. The work may also involve developing test and analysis plans, selecting analytical tools, documenting test results, verifying specification compliance, and writing other test documentation.	Bachelor's degree in computer engineering, computer science, electrical engineering, mathematics or physical sciences, or equivalent.	Five (5) years of relevant experience.

SIN 132-51 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-51-057	132-51	Training Specialist	<p>Designs, develops, documents, and delivers training courses to a wide range of audiences. Employs various training techniques including formal lectures, seminars, tutorials and self-paced exercises, and computer-based training (CBT). Provides professional guidance to managers, analysts, specialists, and programmers in the use of the software. Participates in user-support related tasks. Leads efforts in the areas of training plan development, training material preparation, curricula definition and training course delivery.</p>	Bachelor's degree or equivalent experience.	BS/BA or equivalent experience. Four years experience equivalent to BS/BA.
70-132-51-058	132-51	Web Designer	<p>Provides support in upgrading, maintaining and creating content for web sites. Provides day-to-day site design and creation. Provides on-the-job training for the development, maintenance, and updating of Web pages.</p>	Bachelors Degree in appropriate scientific or engineering discipline.	Three (3) years of related experience performing web design, maintenance, and related training.

SIN 132-51 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-51-059	132-51	Web Developer I	Assists with desktop publishing and web site design and development. Contributes to the organization's online offerings. Must be able to work independently and contribute significantly to designing and implementing new projects. Must have enough knowledge of HTML to be able to debug source code when the web design software is not adequate.	Bachelor's degree in appropriate scientific or engineering discipline.	Minimum two (2) years experience in contributing to the design, creation and maintenance of web projects. Must be familiar with PC and Macintosh environment, the Internet and computers in general. Must be proficient in Adobe Illustrator, Photoshop, PageMaker, GoLive, CyberStudio and other design related applications. Must be able to navigate the Internet with browsers, FTP and Telnet.

Allowable Substitutions for Education and Experience

The following tables indicate the allowable substitutions of education and experience which may be used to allow a specific individual to meet job description requirements.

<u>Education in Excess of Requirements In Substitution for Required Experience</u>		
<u>Required Education</u>	<u>Actual Education</u>	<u>Additional Years of Experience Credited</u>
Master's Degree (MS)	Doctoral Degree	4
Bachelor's Degree (BS)	Master's Degree	2
Associate's/Tech. Institute Degree (AS)	Bachelor's Degree	2

Allowable Substitutions for Education and Experience		
High School Diploma/GED (HS)	Associate's/Tech. Institute Degree	2
<u>Experience in Excess of Requirements in Substitution for Required Education</u>		
<u>Required Education</u>	<u>Actual Education</u>	<u>Additional Years of Experience Needed</u>
Doctoral Degree (D)	Master's Degree	4
Master's Degree (MS)	Bachelor's Degree	2
Bachelor's Degree (BS)	Associate's/Tech. Institute Degree	2
Associate's/Tech. Institute Degree (AS)	High School Diploma/GED	2

BUSINESS INTEGRA LABOR RATES OF IT PROFESSIONAL SERVICES / SIN 132-51

ID No.	SIN 132-51 Position	Year 6	Year 7	Year 8	Year 9	Year 10
		12/15/2014	12/15/2015	12/15/2016	12/15/2017	12/15/2018
		- 12/14/2015	- 12/14/2016	- 12/14/2017	- 12/14/2018	- 12/14/2019
70-132-51-001	Administrative Specialist	\$75.86	\$78.14	\$80.48	\$82.89	\$85.38
70-132-51-002	Applications Development Team Leader	\$187.32	\$192.94	\$198.73	\$204.69	\$210.83
70-132-51-003	Business System Analyst	\$98.43	\$101.38	\$104.42	\$107.55	\$110.78
70-132-51-004	Chief Engineer - Consultant	\$145.08	\$149.43	\$153.91	\$158.53	\$163.29
70-132-51-005	Chief Scientist	\$157.85	\$162.59	\$167.47	\$172.49	\$177.66
70-132-51-006	Configuration Management Specialist	\$76.18	\$78.47	\$80.82	\$83.24	\$85.74
70-132-51-007	Database Administrator I	\$62.21	\$64.08	\$66.00	\$67.98	\$70.02
70-132-51-008	Database Administrator II	\$97.63	\$100.56	\$103.58	\$106.69	\$109.89
70-132-51-009	Database Administrator III	\$115.76	\$119.23	\$122.81	\$126.49	\$130.28
70-132-51-010	Functional Expert	\$173.75	\$178.96	\$184.33	\$189.86	\$195.56
70-132-51-011	Help Desk Specialist	\$54.25	\$55.88	\$57.56	\$59.29	\$61.07
70-132-51-012	Human Resources Specialist	\$54.25	\$55.88	\$57.56	\$59.29	\$61.07
70-132-51-013	Infrastructure Architect	\$215.68	\$222.15	\$228.81	\$235.67	\$242.74
70-132-51-014	IT Analyst Level I	\$74.42	\$76.65	\$78.95	\$81.32	\$83.76
70-132-51-015	IT Analyst Level II	\$91.34	\$94.08	\$96.90	\$99.81	\$102.80
70-132-51-016	IT Security Manager	\$144.27	\$148.60	\$153.06	\$157.65	\$162.38
70-132-51-017	Network Engineer I	\$55.51	\$57.18	\$58.90	\$60.67	\$62.49
70-132-51-018	Network Engineer II	\$73.22	\$75.42	\$77.68	\$80.01	\$82.41
70-132-51-019	Network Engineer III	\$90.93	\$93.66	\$96.47	\$99.36	\$102.34
70-132-51-020	Principal Consultant I	\$264.39	\$272.32	\$280.49	\$288.90	\$297.57
70-132-51-021	Principal Consultant II	\$287.09	\$295.70	\$304.57	\$313.71	\$323.12
70-132-51-022	Program Control Specialist	\$93.18	\$95.98	\$98.86	\$101.83	\$104.88
70-132-51-023	Program Manager I	\$71.78	\$73.93	\$76.15	\$78.43	\$80.78
70-132-51-	Program Manager II	\$119.64	\$123.23	\$126.93	\$130.74	\$134.66

ID No.	SIN 132-51 Position	Year 6	Year 7	Year 8	Year 9	Year 10
		12/15/2014	12/15/2015	12/15/2016	12/15/2017	12/15/2018
		- 12/14/2015	- 12/14/2016	- 12/14/2017	- 12/14/2018	- 12/14/2019
024						
70-132-51-025	Program Manager III	\$145.50	\$149.87	\$154.37	\$159.00	\$163.77
70-132-51-026	Program Manager IV	\$153.25	\$157.85	\$162.59	\$167.47	\$172.49
70-132-51-027	Program Manager V	\$213.58	\$219.99	\$226.59	\$233.39	\$240.39
70-132-51-028	Programmer Analyst I	\$76.26	\$78.55	\$80.91	\$83.34	\$85.84
70-132-51-029	Programmer Analyst II	\$93.80	\$96.61	\$99.51	\$102.50	\$105.58
70-132-51-030	Programmer Analyst III	\$109.65	\$112.94	\$116.33	\$119.82	\$123.41
70-132-51-031	Project Manager I	\$105.03	\$108.18	\$111.43	\$114.77	\$118.21
70-132-51-032	Project Manager III	\$160.35	\$165.16	\$170.11	\$175.21	\$180.47
70-132-51-033	Quality Assurance Engineer	\$94.83	\$97.67	\$100.60	\$103.62	\$106.73
70-132-51-034	Scientist I	\$50.47	\$51.98	\$53.54	\$55.15	\$56.80
70-132-51-035	Scientist II	\$68.81	\$70.87	\$73.00	\$75.19	\$77.45
70-132-51-036	Scientist III	\$80.62	\$83.04	\$85.53	\$88.10	\$90.74
70-132-51-037	Security Engineer	\$128.78	\$132.64	\$136.62	\$140.72	\$144.94
70-132-51-038	Software Architect	\$136.50	\$140.60	\$144.82	\$149.16	\$153.63
70-132-51-039	Software Engineer I	\$63.18	\$65.08	\$67.03	\$69.04	\$71.11
70-132-51-040	Software Engineer II	\$87.10	\$89.71	\$92.40	\$95.17	\$98.03
70-132-51-041	Software Engineer III	\$102.35	\$105.42	\$108.58	\$111.84	\$115.20
70-132-51-042	Software Engineer IV	\$121.98	\$125.64	\$129.41	\$133.29	\$137.29
70-132-51-043	Software Engineer V	\$141.27	\$145.51	\$149.88	\$154.38	\$159.01
70-132-51-044	Sr. Business Systems Consultant	\$158.73	\$163.49	\$168.39	\$173.44	\$178.64
70-132-51-045	Sr. Program Control Specialist	\$210.66	\$216.98	\$223.49	\$230.19	\$237.10
70-132-51-046	Sr. Scientist	\$141.26	\$145.50	\$149.87	\$154.37	\$159.00
70-132-51-047	Subject Matter Expert I	\$132.26	\$136.23	\$140.32	\$144.53	\$148.87
70-132-51-048	Subject Matter Expert II	\$158.14	\$162.88	\$167.77	\$172.80	\$177.98
70-132-51-	Subject Matter Expert III	\$177.48	\$182.80	\$188.28	\$193.93	\$199.75

ID No.	SIN 132-51 Position	Year 6	Year 7	Year 8	Year 9	Year 10
		12/15/2014	12/15/2015	12/15/2016	12/15/2017	12/15/2018
		- 12/14/2015	- 12/14/2016	- 12/14/2017	- 12/14/2018	- 12/14/2019
049						
70-132-51-050	System Administrator	\$74.63	\$76.87	\$79.18	\$81.56	\$84.01
70-132-51-051	System Architect	\$134.47	\$138.50	\$142.66	\$146.94	\$151.35
70-132-51-052	Systems Engineer I	\$55.51	\$57.18	\$58.90	\$60.67	\$62.49
70-132-51-053	Systems Engineer II	\$80.82	\$83.24	\$85.74	\$88.31	\$90.96
70-132-51-054	Systems Engineer III	\$98.58	\$101.54	\$104.59	\$107.73	\$110.96
70-132-51-055	Technical Writer I	\$71.78	\$73.93	\$76.15	\$78.43	\$80.78
70-132-51-056	Test & Evaluation Engineer	\$99.75	\$102.74	\$105.82	\$108.99	\$112.26
70-132-51-057	Training Specialist	\$138.14	\$142.28	\$146.55	\$150.95	\$155.48
70-132-51-058	Web Designer	\$71.69	\$73.84	\$76.06	\$78.34	\$80.69
70-132-51-059	Web Developer I	\$43.78	\$45.09	\$46.44	\$47.83	\$49.26

BUSINESS INTEGRA LABOR CATEGORY DESCRIPTIONS OF HEALTH IT SERVICES / SIN 132-56

SIN 132-56 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-56-001	132-56	Administrative Specialist	Performs administrative duties required to support project management staff and ongoing office operations. Develops/implements office administrative procedures in accordance with organizational and project policies. Schedules and coordinates meetings and conferences. Composes correspondence that requires an understanding of technical nomenclature. Prepares required administrative reports. Trains clerical staff in the operation of computer/word processing and other office equipment. Duties require minimal Project Manager Guidance to complete an assignment.	Associates Degree	Requires six (6) years of progressive experience in participating in related projects.
70-132-56-002	132-56	Applications Development Team Leader	Provides technical direction to personnel performing systems analyses and system development tasks. Coordinates and performs logical and physical systems designs. Reviews and prepares system documents or specifications. Prepares reports, studies, and documentation, delivers presentations, and participates in meetings.	Bachelor's degree or equivalent experience.	Minimum of three (3) years experience.

SIN 132-56 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-56-003	132-56	Business System Analyst	Supports determination of operational objectives by studying business functions; gathering information; evaluating output requirements and formats. Supports solving organizational information problems and requirements by analyzing requirements; designing computer programs; recommending system controls and protocols. Defines project requirements by identifying project milestones, phases, and elements; leads project team; establishing project budget.	Bachelor's degree in computer engineering, computer science, electrical engineering, mathematics or physical sciences, or equivalent.	At least six (6) years of experience in information systems design and implementation, change management efforts or business process redesign.
70-132-56-004	132-56	Chief Engineer - Consultant	Formulates and designs scope and objectives for projects. Provides review and audits of program's technical performance. May develop and lead seminars, symposiums, and technical programs. Develops distinctive tools, techniques or methods for project application. Demonstrates innovation in research in his/her technical discipline.	Bachelor's degree in a technical or engineering discipline.	Minimum twenty (20) years combined technical and managerial experience with demonstrated leadership abilities.
70-132-56-005	132-56	Chief Scientist	Develops simulation models, ISs, or satellite, sonar, or electronic warfare systems; computer-based performance analysis techniques; or provides top-level assessment reviews involving resolution of complex engineering problems	Master's degree or equivalent experience.	Twelve (12) years experience.

SIN 132-56 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-56-006	132-56	Configuration Management Specialist	Maintains configuration baselines, ensures changes are in accordance with approved procedures, and manages configurations in accordance with software development changes. Reports on impact of changes to the baseline configuration, and provides support to the Configuration Control Board as required. Has practical experience in the use of automated tools that support the Configuration Management effort.	Bachelors Degree in computer engineering, computer sciences, or information management.	Three (3) years of related experience maintaining configuration baselines and reports.
70-132-56-007	132-56	Database Administrator I	Performance tuning, monitoring, creation of stored procedures, triggers, and diagrams, as well as backup and recovery. Maintains database performance and availability; implements new requirements into custom database; designs tables, views, triggers and stored procedures; monitors the database security rights and rolls; develops UI for functionality and performance; develops client side reports; assures QA testing for new reports during development stages; troubleshoots and fixes operation's —break-fixl database issues; monitors data integrity from a user data entry standpoint.	Bachelor's degree in Computer Science, Information Technology.	Minimum of one (1) year of experience.

SIN 132-56 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-56-008	132-56	Database Administrator II	Performance tuning, monitoring, creation of stored procedures, triggers, and diagrams, as well as backup and recovery; Maintains database performance and availability; implements new requirements into custom database; designs tables, views, triggers and stored procedures; monitors the database security rights and rolls; develops UI for functionality and performance; develops client side reports; assures QA testing for new reports during development stages; troubleshoots and fixes operation's —break-fixl database issues; monitors data integrity from a user data entry standpoint.	Bachelor's degree in Computer Science, Information Technology.	Minimum of Five (5) year of experience.
70-132-56-009	132-56	Database Administrator III	Under minimum supervision, is responsible for all aspects of database administration. Performs as technical lead and consultant to professional staff and the customer in the database administration. Creates solutions for specific technical problems. Will act as a technical supervisor and project leader. Responsible for all aspects of database management and assists in the overall direction to all project level activities and personnel.	Bachelor's degree in a technical or engineering discipline.	Minimum five (5) years experience performing database administration.
70-132-56-010	132-56	Functional Expert	Provides business and analytical expertise in support of project. Provides an understanding of the client's objectives and has extensive knowledge of typical core processes. May prepare overall designs and detailed specifications for system components. Offers knowledge, experience, and insight in a particular area, such as facilitation.	Bachelor's degree or equivalent experience.	Minimum of five (5) years experience.

SIN 132-56 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-56-011	132-56	Help Desk Specialist	Provides front-line advice service to end-users on software and hardware related problems. Provides first line technical support relating to system/network administration; resolves user-related issues dealing with desktop configuration, email, and other application-related issues in a client-server environment; and monitors work stations, troubleshoots problems, and performs preventative diagnostic maintenance and service.	BS with specialized knowledge of micro computer systems.	Two (2) year experience with computer system maintenance support, including installation, programming, and cabling; knowledge of operating systems and software applications.
70-132-56-012	132-56	Human Resources Specialist	Administers human resources policies and procedures. Collects and analyzes HR data, and then makes recommendations to management. Processes paperwork for functional area according to established procedures. May prepare internal employee communications regarding compensation, benefits, or company policies. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a manager.	Bachelor's degree or equivalent experience.	Two (2) to three (3) years of experience in the field or in a related area.

SIN 132-56 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-56-013	132-56	Infrastructure Architect	<p>Designs and manages IT solutions and architectures to support current requirements and future cross-functional requirements and interfaces. Scopes, designs, develops, installs, and maintains enterprise-wide or large-scale information systems. Ensures systems are compatible and in compliance with application standards such as NIST, IEEE reference models, open systems architecture standards, and that the common operating environment is architecturally compliant. Analyzes, defines, and provides solutions for resolving issues that exist in data center disciplines.</p>	<p>Bachelor's degree or equivalent experience.</p>	<p>Ten (10) years experience.</p>
70-132-56-014	132-56	IT Analyst Level I	<p>Works to ensure that information systems, products, and services meet minimum organizational standards and end-user requirements. Responsibilities may require developing new or improved techniques and procedures relating to the development, operation of systems, and procedures dealing with resources and facilities management, database planning and design, systems analysis and design, network services, programming, conversion and implementation support, network services project management, data/records management, and other computer related services. Reports progress on problem resolution to senior IT analysts. Devises improvements to current IT procedures and develops models of possible future configurations.</p>	<p>Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.</p>	<p>Requires five (5) years of progressive experience in participating in related projects.</p>

SIN 132-56 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-56-015	132-56	IT Analyst Level II	Applies experience to the system development life cycle management activities of complex system deployments. Leads technical working groups. Responsible for integrating and implementing approved task and project recommendations. Establishes system development and integration methodologies and standards. Develops user requirements and ensures that business solutions are consistent with customer's strategic goals. Applies business process improvement practices to reengineer business processes, principles and methodologies. Establishes and maintains security, integrity, and business continuity controls and documentation. Reviews deliverables of junior IT Analyst staff.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.	Requires seven (7) years of progressive experience in participating in related projects.
70-132-56-016	132-56	IT Security Manager	Responsible for developing, implementing and administering company security policies, procedures and programs. Establishes a security program for personnel and property protection. Coordinates and administers security clearances. Monitors and conducts security briefings and security education programs. Maintains liaison with outside agencies and keeps upper management informed of all security activities. Recommends procedures for and systems for visitor control, employee identification and safeguard of company facilities, equipment, materials and employee property.	Bachelor's degree or equivalent experience.	Fifteen (15) years.

SIN 132-56 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-56-017	132-56	Network Engineer I	Installs, maintains, and monitors the operation of the organization's enterprise network and acts as liaison between developers, operators, vendors, customers, and other personnel regarding the issues surrounding network hardware and software. Implements and administers network solutions which meet customer business requirements and service level agreements; monitors, and enforces network security systems; monitors and manages network availability and performance to substantiate defined service level agreements; evaluates network hardware and software solutions in accordance to industry standards; manages and monitors network firewall products; participates in regular network maintenance activities.	Bachelor's degree in Computer Science, MIS or related field.	Minimum three (3) years experience managing networks.
70-132-56-018	132-56	Network Engineer II	Implements and administers network solutions which meet customer business requirements and service level agreements; monitors, and enforces network security systems; monitors and manages network availability and performance to substantiate defined service level agreements; evaluates network hardware and software solutions in accordance to industry standards; manages and monitors network firewall products; participates in regular network maintenance activities.	Bachelor's degree in Computer Science, MIS or related field.	Minimum Five (5) years experience managing networks Installs, maintains, and monitors the operation of the organization's enterprise network and acts as liaison between developers, operators, vendors, customers, and other personnel regarding the issues surrounding network hardware and software.

SIN 132-56 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-56-019	132-56	Network Engineer III	Works on the analysis of customer requirements and development of integrated IT/network solutions. Entails complete network system responsibilities associated with the entire life cycle of network development. This includes leading team activities from conceptual design to integration and enhancement of networks. The role of the senior engineer is to work with other elements/functions of system design team including software architects and systems engineers, to perform system analyses, performance trades, requirements development and decomposition. The Senior Network Architect will subsequently develop and integrate solutions for the network connectivity and interaction of systems.	Bachelor's degree in Electrical Engineering, Computer Science or related discipline.	Eight (8) years experience in a broad range of networking tasks.
70-132-56-020	132-56	Principal Consultant I	Functions as a practice leader developing, securing funding for, and managing multiple consulting assignments and clients within one or more specialty area. Responsible for project financial management, developing business and strategic plans, proposals and presentations. Determines objectives, requirement, and methodology. Executes corrective action as necessary. Leads major projects working with senior staff members, interfaces with high-level government officials and develops responsive IT solutions.	Bachelor's degree or equivalent experience.	Six (6) years experience in the development, implementation, administration, and review of Federal Government or financial management projects.

SIN 132-56 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-56-021	132-56	Principal Consultant II	Functions as a practice leader developing, securing funding for, and managing multiple consulting assignments and clients within one or more specialty area. Responsible for project financial management, developing business and strategic plans, proposals and presentations. Determines objectives, requirement, and methodology. Executes corrective action as necessary. Leads major projects working with senior staff members, interfaces with high-level government officials and develops responsive IT solutions.	Bachelor's degree or equivalent experience.	Eight (8) years experience in the development, implementation, administration, and review of Federal Government or financial management projects.
70-132-56-022	132-56	Program Control Specialist	Will ensure that task, technical, schedule, and cost requirements are met.	Bachelors Degree or equivalent.	Six plus (6+) years contract management including government contract programs.

SIN 132-56 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-56-023	132-56	Program Manager I	Responsible for the management of personnel, and financial resources, and is accountable for the quality and timely delivery of all contractual items; Serves as the focal point-of-contact with client regarding program activities; Operates within client guidelines, contractual limitation, and Company business and policy code of conduct; Ensures all required resources including manpower, production standard, computer time, and facilities for program implementation; Manages program consisting multiple projects including project identification, design, development, and delivery; Maintains the development and execution of business opportunities based on broad, general guidance; Collaborates with project manager to provide technical guidance and problem resolution. Perform other duties as assigned.	Bachelor's degree in relevant subject field .	Three (3) years of progressive experience in managing, directing and implementing projects. Program areas typically more than three functional areas that may include systems analysis, quality control, administration, etc.

SIN 132-56 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-56-024	132-56	Program Manager II	Oversees the performance of a variety of related projects, which are arranged by technology, program, or client; directs the development of technology and/or application, marketing and resource allocation within the program. Responsible for the management of personnel, and financial resources, and is accountable for the quality and timely delivery of all contractual items; Serves as the focal point-of-contact with client regarding program activities; Operates within client guidelines, contractual limitation, and Company business and policy code of conduct. Ensures all required resources including manpower, production standard, computer time, and facilities for program implementation; Manages program consisting multiple projects including project identification, design, development, and delivery. Maintains the development and execution of business opportunities based on broad, general guidance; Collaborates with project manager to provide technical guidance and problem resolution; Also responsible for marketing new technology and follow-on business acquisitions; Perform other duties as assigned.	Master's degree in relevant subject field .	Ten (10) years of progressive experience in managing, directing and implementing projects; Program areas typically more than three functional areas that may include engineering, systems analysis, quality control, administration, etc.

SIN 132-56 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-56-025	132-56	Program Manager III	Provides overall direction of program activities and personnel. With guidance from customers, specifications, and directives, plans and executes specification development and systems specification, design, and development. Consults with customers to ensure contractual conformity, produces financial and technical reports showing project status to customers and management, assigns tasks and responsibilities to subordinates and is responsible for successful completion of all tasks.	Bachelors Degree or equivalent.	Thirteen (13) years of related experience managing complex program activities and as customer liaison for program progress reports, 7 years of which should be expertise specific to discipline.
70-132-56-026	132-56	Program Manager IV	Provides overall direction of program activities and personnel. With guidance from customers, specifications, and directives, plans and executes specification development and systems specification, design, and development. Consults with customers to ensure contractual conformity, produces financial and technical reports showing project status to customers and management, assigns tasks and responsibilities to subordinates and is responsible for successful completion of all tasks.	Bachelors Degree or equivalent.	Fourteen (14) years of related experience managing complex program activities and as customer liaison for program progress reports, 7 years of which should be experience specific to discipline.

SIN 132-56 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-56-027	132-56	Program Manager V	Provides overall direction of program activities and personnel. With guidance from customers, specifications, and directives, plans and executes specification development and systems specification, design, and development. Consults with customers to ensure contractual conformity, produces financial and technical reports showing project status to customers and management, assigns tasks and responsibilities to subordinates and is responsible for successful completion of all tasks.	Bachelors Degree or equivalent. Advanced degree preferred.	Fifteen plus (15+) years management, 10 + years of which should be experience specific to discipline. Includes all work to develop, integrate and execute the program management activities necessary to successfully execute the requirements of this contract.
70-132-56-028	132-56	Programmer Analyst I	Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and documenting programs. ; Has knowledge of commonly used concepts, practices, and procedures within a particular field; Relies on instructions and pre-established guidelines to perform the functions of the job.	A Bachelor's degree in Computer Science, Information Systems, Engineering, or a related discipline.	Two (2) years of relevant experience.
70-132-56-029	132-56	Programmer Analyst II	Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and documenting programs. ; Working knowledge of commonly used concepts, practices, and procedures within a particular field; Relies on instructions and pre-established guidelines to perform the functions of the job.	A Bachelor's degree in Computer Science, Information Systems, Engineering, or a related discipline and Five (5) years of relevant experience.	Five (5) years of relevant experience.

SIN 132-56 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-56-030	132-56	Programmer Analyst III	<p>Under minimum supervision, analyzes, designs, codes, and documents complex applications for large-scale computers and related equipment appropriate to scientific and commercial projects. Performs technical tasks using both standard and nonstandard analysis, design, and programming methods and techniques. Determines customer requirements for the final program or system. Analyzes problems in terms of such factors as user requirements, input data and form, output data and form, available computer configuration, processing turnaround requirements, input and output checking, and overall problem-schedule requirements. Advises on computer requirements and limitations to help define automation needs. May provide advice on system design configurations, procedural and technical aspects of automated records, hardware acquisition, and maintenance. Develops and writes machine or other suitable source language instructions required for computer processing.</p>	Bachelor's degree or equivalent.	Four (4) to eight (8) years of related experience performing routine design, coding, and documentation of application programs for computers and related equipment used for scientific or commercial projects.

SIN 132-56 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-56-031	132-56	Project Manager I	Under general supervision, is responsible for assisting in all aspects of project performance (i.e., technical, contractual, administrative, financial). Supervises personnel involved in all aspects of project activity, organizes and assigns responsibilities to subordinates, oversees the successful completion of all assigned tasks, establishes and maintains technical and financial reports to show progress to Division management and customers, and maintains customer contacts to ensure conformity to all contractual obligations.	Bachelor's Degree or equivalent.	Minimum five (5) years experience performing non-routine functional activities by providing management and technical direction to project personnel. Exercises independent judgment, as well as a high level of analytical skill, in solving non-routine technical, administrative, and managerial problems. Responsible for all aspects of project performance and assists in the overall direction to all project level activities and personnel.
70-132-56-032	132-56	Project Manager III	Channels the performance of (a) task/tasks on a related program. Manages the integration of products into the overall program schema; Oversees the development of technology and/or application of products. Responsible for managing, planning, scheduling, communicating, facilitating, monitoring, controlling, and reporting project related tasks to ensure timely implementation of releases through deployment, and, in accordance with Project Management Office standards and procedures. These responsibilities include managing cross-functional teams, and delivering approved projects on time, within budget, and with quality results.	A Bachelor's degree in computer science, information systems, business, engineering or related scientific or technical discipline. PMI certification preferred.	A minimum of twelve (12) years general related experience, six (6) of which must be as a project manager. Experience includes increasing responsibilities in program and project management and information systems design.

SIN 132-56 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-56-033	132-56	Quality Assurance Engineer	Provide development of project IT Quality Assurance Plan and the implementation of procedures that conforms to customer requirements. Analyze quality standards for components, materials or services. Apply measures, sampling methods, testing methodology and other procedures that ensure that quality standards are met. Provides technical and administrative direction for personnel performing IT tasks. Apply quality principles, analyzes quality records, prepares reports and recommends improvements. Conduct inspection, verification and validation of components or materials used in development processes. Identify and address recurring problems either with the quality of the product or the reliability of testing procedures. Document quality issues and performance measures for management review. May liaise with external vendors.	Bachelor's degree in computer engineering, computer science, electrical engineering, mathematics or physical sciences, or equivalent.	Three (3) years experience.
70-132-56-034	132-56	Scientist I	Supports senior level scientists and computer scientists in all areas of research, testing, evaluation, and systems integration, as directed. May be assigned tasks that are managed individually without direct supervision.	Bachelor's degree in scientific field.	Zero (0) to one (1) year of general hands-on scientific experience.
70-132-56-035	132-56	Scientist II	Supports senior level scientists and computer scientists in all areas of research, testing, evaluation, and systems integration. Is expected to manage some assigned tasks without direct supervision.	Master's degree in scientific field.	Two (2) to three (3) years of professional experience.

SIN 132-56 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-56-036	132-56	Scientist III	Should have broad experience in all areas of the subject matter. Plans schedules, conducts, or coordinates detailed phases of the work as part of a project. Devises new approaches to problems encountered. Independently performs most assignments with instructions as to the general results expected. Receives technical guidance on unusual or complex problems and supervisory approval on proposed plans for projects.	Ph. D. in scientific field.	Four (4) to six (6) years of professional experience in all areas of research, testing, evaluation, and systems integration. Must display the ability to independently perform most assignments with instructions as to the general results expected.
70-132-56-037	132-56	Security Engineer	Designs and implements solutions for intrusion detection and notification, security auditing, alerting, and response, virus detection and removal, password complexity enforcement, and media protection. Maintain status of system security patch deployments. Develops and updates Standard Operating Procedures for the implemented security controls, prepares and conducts staff security awareness training, and develops budget and schedule plans for security-related activities. We expect the candidate to be a working manager, both leading development activities and performing recurring security-related activities to ensure implementation, sustainment, and effectiveness of implemented security controls.	Bachelor's degree in computer engineering, computer science, electrical engineering, mathematics or physical sciences, or equivalent.	Five (5) years of relevant experience in a security role.

SIN 132-56 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-56-038	132-56	Software Architect	Works independently designing and developing new software products or major enhancements to existing software for third party customers. Acts as high level technical expert, addressing problems of systems integration, compatibility, and multiple platforms. Responsible for project completion. Performs feasibility analysis on potential future projects to management.	Bachelor's degree in computer engineering, computer science, electrical engineering, mathematics or physical sciences, or equivalent.	Requires ten (10) years relevant professional experience. Demonstrated performance in one or more recognized specialized disciplines of computer science is required. Background in the application of computing solutions to practical problems as well as technical leadership abilities in the organization of complex programs of work is required.
70-132-56-039	132-56	Software Engineer I	Some knowledge of platform and operating systems, programming languages, software system design, and requirements analysis. assists in designing and coding of software products. Works under supervision with detailed specifications. May test assigned components and recommend corrections. Identifies and debugs relatively simple processes.	Bachelor's degree in computer science/engineering/mathematical discipline/physical science.	Zero (0) to one (1) year experience.
70-132-56-040	132-56	Software Engineer II	Broad knowledge of platform and operating systems, programming languages, software system design, and requirements analysis. Assists in designing and coding of software products. Works under supervision with detailed specifications. May test assigned components and recommend corrections. Identifies and debugs relatively simple processes.	Bachelor's degree in computer science/engineering/mathematical discipline/physical science.	Two (2) to three (3) years experience.

SIN 132-56 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-56-041	132-56	Software Engineer III	Leads the design, development and modification of major software programming applications. Designs, codes, tests and documents programs. Works on most phases of software systems programming applications.	Bachelor's degree in computer engineering, computer science, electrical engineering, mathematics or physical sciences.	Minimum four (4) years relevant professional experience. Demonstrated performance in one or more recognized specialized disciplines of computer science is required. Background in the application of computing solutions to practical problems as well as technical leadership abilities in the organization of complex programs of work is required.
70-132-56-042	132-56	Software Engineer IV	Leads the design, development and modification of major software programming applications. Designs, codes, tests and documents programs. Works on most phases of software systems programming applications.	Bachelor's degree in computer engineering, computer science, electrical engineering, mathematics or physical sciences, or equivalent.	Six (6) years relevant professional experience. Demonstrated performance in one or more recognized specialized disciplines of computer science is required. Background in the application of computing solutions to practical problems as well as technical leadership abilities in the organization of complex programs of work is required.

SIN 132-56 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-56-043	132-56	Software Engineer V	Leads the design, development and modification of major software programming applications. Designs, codes, tests and documents programs. Instructs, directs and checks the work of other software engineers. May be responsible for quality assurance review.	Bachelor's degree in computer engineering, computer science, electrical engineering, mathematics or physical sciences.	Minimum eight (8) years relevant professional experience. A Master's degree substitutes for 2 years of experience. Demonstrated performance in one or more recognized specialized disciplines of computer science is required. Background in the application of computing solutions to practical problems as well as technical leadership abilities in the organization of complex programs of work is required.
70-132-56-044	132-56	Sr. Business Systems Consultant	Provides leadership or analytical expertise to analysts. Operates with substantial independence and initiative. Undertakes analyses and user consultation tasks at all phases of design and implementation of an application.	Bachelor's degree or equivalent experience.	Minimum of three (3) years experience. Has experience in systems analyses.
70-132-56-045	132-56	Sr. Program Control Specialist	Will ensure that task, technical, schedule, and cost requirements are met.	Bachelors Degree or equivalent.	Fifteen plus (15+) years contract management, ten (10) years of which should be in government contract programs.

SIN 132-56 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-56-046	132-56	Sr. Scientist	Supervisory/lead responsibility over a group of scientists or engineers within one discipline or functions as a technical specialist formulating and developing advanced scientific and engineering concepts. Plans schedules, conducts, or coordinates detailed phases of programs. Devises new approaches to problems encountered. Provides support of education and outreach programs.	Ph.D. degree, or equivalent experience, in physics, engineering, or computational sciences or relevant field.	Eight (8) to ten (10) years experience in identifying science objectives and requirements for mission concept development, 7 years of which should be professional experience in all areas of research, testing, evaluation, and systems integration of subject matter.
70-132-56-047	132-56	Subject Matter Expert I	Defines problems and analyzes and develops plans and requirements in a subject area for complex systems. Coordinates and manages preparation of analyses, evaluations, and recommendations for proper implementation of programs and system specifications in IS architecture, automation, telecommunications, networking, communication protocols, software, email, M&S, and data storage and retrieval, etc.	Bachelor's degree or equivalent experience.	Eight (8) years in the industry, of which four directly relate to the required area of expertise.

SIN 132-56 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-56-048	132-56	Subject Matter Expert II	Provides expert consulting and guidance, and advice in strategic technology, organizational, or business process issues, uses professional concepts in developing resolution to critical issues and broad design matters. Detailed knowledge of field of expertise allows for developing and promoting innovative concepts and new ideas. The mid level Subject Matter Expert is primarily utilized on projects for their specific expertise, not in managerial capacity. Provides insight and direction regarding a specific knowledge area or product; Possesses requisite knowledge and experience recognized in the professional field to qualify the individual as an expert.	Master's degree in a relevant field.	Minimum ten (10) years of professional experience after the Basic educational qualification.
70-132-56-049	132-56	Subject Matter Expert III	Provides expert consulting and guidance, and advice in strategic technology, organizational, or business process issues, uses professional concepts in developing resolution to critical issues and broad design matters. Detailed knowledge of field of expertise allows for developing and promoting innovative concepts and new ideas. The senior Subject Matter Expert is primarily utilized on projects for their specific expertise, not in managerial capacity. Provides insight and direction regarding a specific knowledge area or product; Possesses requisite knowledge and experience recognized in the professional field to qualify the individual as an expert.	Master's degree in a relevant field.	Minimum twenty (20) years of professional experience after the Basic educational qualification. Specialization in the area identified and recognized by peers.

SIN 132-56 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-56-050	132-56	System Administrator	Responsible for installing, configuring and maintaining workstations and servers, including web servers. Performs software installations and upgrades to operating systems. Monitors system for optimal performance. Schedules system backups and develops and promotes standard operating procedures. Maintains and optimizes system operation and resources utilization. Must be able to perform associated tasks requiring the regular exercise of independent judgment.	Bachelor's degree.	Must have at least two (2) years experience in the operation, performance, maintenance and troubleshooting of digital office equipment and networking systems. This experience must include familiarity with contemporary systems (including UNIX and Windows NT) and applications software and hardware components employed in the specific facility, and a demonstrated ability in the providing and assurance of support to the organization served.

SIN 132-56 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-56-051	132-56	System Architect	Provides senior leadership in the development of large, complex software system architectures; Plans effort, develops/approves overall designs and schedules; Assigns work to subordinate development team members; Employs detailed knowledge of the software development process, tools, techniques, distributed and database systems and technologies in providing technical direction to design and development teams; Monitors progress and productivity through use of metrics; Integrates developed and COTS software components/products into the final product. Responsible for overall product quality and compliance with requirements; Responsible for maintaining competency in current software development processes, design technologies, methodologies, architectures and tools; Responsible for mentoring less senior software architecture personnel.	A Master's degree or equivalent in Computer Science, Information Systems, Engineering, Physics, Mathematics or other related field.	This position requires fifteen (15) years of related experience.

SIN 132-56 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-56-052	132-56	Systems Engineer I	Responsible for the technical implementation of the assigned system, across company's projects, according to the relevant customer's specification and the current requirements. Works with Product management to define requirements; works with engineering to define the high-level design for a real time system; ensures designs achieve high availability, maintainability and reliability of the product; helps define the future system architecture leading to increased capacity and availability.	A Bachelor's Degree in Computer Science or a related field.	Minimum two (2) years of relevant experience.
70-132-56-053	132-56	Systems Engineer II	Responsible for the technical implementation of the assigned system, across company's projects, according to the relevant customer's specification and the current requirements; Works with Senior management ;works with engineering to define the high-level design for a complex real time system; ensures designs achieve high availability, maintainability and reliability of the product; helps define the future system architecture leading to increased capacity and availability.	A Bachelor's Degree in Computer Science or a related field.	Minimum Five (5) years of relevant experience.

SIN 132-56 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-56-054	132-56	Systems Engineer III	Leads the development team to build enterprise systems and applications in compliance with the full system lifecycle; Collaborates with end-users to define, analyze and review business requirements; Collaborates with the technical team to define technical specifications and system design; partners with IT management to establish and institutionalize processes and procedures for demand management and development resource allocation; leads the development and deployment activities; facilitates design reviews and code walkthroughs; organizes and participates in testing activities to ensure delivery of quality systems; prepares and manages project plans and milestones; estimates level of effort and resource utilization; anticipates and resolves issues and risks; acts as team developer lead on projects with multiple developers; ensures the projects are delivered with high quality; contributes to the development and continuous review of appropriate practices, standards and guidelines.	BS degree in Computer Science or related field with seven (7) to ten years experience or MS degree in Computer Science with three (3) years experience.	Minimum seven (7) years experience after Bachelor's.

SIN 132-56 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-56-055	132-56	Technical Writer I	Gathers, organizes, analyzes and composes technical information. Also edits descriptions, provides system specs, creates and reviews user manual, translates data, runs special reports, works on a SOW, and assists in other customer deliverables and documents. Prepares workflow and logic flowcharts for various projects.	BS or BA degree in a related field.	Two (2) years experience in technical writing and writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses.
70-132-56-056	132-56	Test & Evaluation Engineer	Develop the testing approach, the test plan, and the test system specifications and design the test systems, utilizing commercial test instrumentation and developing specialized test instruments to meet the project needs. The tasks may involve the use of commercial software packages or require the development of special software routines to support the test and analysis efforts. The knowledge of high-level software languages and an understanding of software development methodologies would be beneficial. The work may also involve developing test and analysis plans, selecting analytical tools, documenting test results, verifying specification compliance, and writing other test documentation.	Bachelor's degree in computer engineering, computer science, electrical engineering, mathematics or physical sciences, or equivalent.	Five (5) years of relevant experience.

SIN 132-56 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-56-057	132-56	Training Specialist	<p>Designs, develops, documents, and delivers training courses to a wide range of audiences. Employs various training techniques including formal lectures, seminars, tutorials and self-paced exercises, and computer-based training (CBT). Provides professional guidance to managers, analysts, specialists, and programmers in the use of the software. Participates in user-support related tasks. Leads efforts in the areas of training plan development, training material preparation, curricula definition and training course delivery.</p>	Bachelor's degree or equivalent experience.	BS/BA or equivalent experience. Four years experience equivalent to BS/BA.
70-132-56-058	132-56	Web Designer	<p>Provides support in upgrading, maintaining and creating content for web sites. Provides day-to-day site design and creation. Provides on-the-job training for the development, maintenance, and updating of Web pages.</p>	Bachelors Degree in appropriate scientific or engineering discipline.	Three (3) years of related experience performing web design, maintenance, and related training.

SIN 132-56 Labor Category Descriptions

ID No.	SIN #	Position	Functional Responsibility	Minimum Education	Minimum/General Experience
70-132-56-059	132-56	Web Developer I	Assists with desktop publishing and web site design and development. Contributes to the organization's online offerings. Must be able to work independently and contribute significantly to designing and implementing new projects. Must have enough knowledge of HTML to be able to debug source code when the web design software is not adequate.	Bachelor's degree in appropriate scientific or engineering discipline.	Minimum two (2) years experience in contributing to the design, creation and maintenance of web projects. Must be familiar with PC and Macintosh environment, the Internet and computers in general. Must be proficient in Adobe Illustrator, Photoshop, PageMaker, GoLive, CyberStudio and other design related applications. Must be able to navigate the Internet with browsers, FTP and Telnet.

Allowable Substitutions for Education and Experience

The following tables indicate the allowable substitutions of education and experience which may be used to allow a specific individual to meet job description requirements.

<u>Education in Excess of Requirements In Substitution for Required Experience</u>		
<u>Required Education</u>	<u>Actual Education</u>	<u>Additional Years of Experience Credited</u>
Master's Degree (MS)	Doctoral Degree	4
Bachelor's Degree (BS)	Master's Degree	2

Allowable Substitutions for Education and Experience

Associate's/Tech. Institute Degree (AS)	Bachelor's Degree	2
High School Diploma/GED (HS)	Associate's/Tech. Institute Degree	2

Experience in Excess of Requirements in Substitution for Required Education

<u>Required Education</u>	<u>Actual Education</u>	<u>Additional Years of Experience Needed</u>
Doctoral Degree (D)	Master's Degree	4
Master's Degree (MS)	Bachelor's Degree	2
Bachelor's Degree (BS)	Associate's/Tech. Institute Degree	2
Associate's/Tech. Institute Degree (AS)	High School Diploma/GED	2

BUSINESS INTEGRA LABOR RATES OF HEALTH IT SERVICES / SIN 132-56

ID No.	SIN 132-56 Position	Year 6	Year 7	Year 8	Year 9	Year 10
		12/15/2014	12/15/2015	12/15/2016	12/15/2017	12/15/2018
		- 12/14/2015	- 12/14/2016	- 12/14/2017	- 12/14/2018	- 12/14/2019
70-132-56-001	Administrative Specialist	\$75.86	\$78.14	\$80.48	\$82.89	\$85.38
70-132-56-002	Applications Development Team Leader	\$187.32	\$192.94	\$198.73	\$204.69	\$210.83
70-132-56-003	Business System Analyst	\$98.43	\$101.38	\$104.42	\$107.55	\$110.78
70-132-56-004	Chief Engineer - Consultant	\$145.08	\$149.43	\$153.91	\$158.53	\$163.29
70-132-56-005	Chief Scientist	\$157.85	\$162.59	\$167.47	\$172.49	\$177.66
70-132-56-006	Configuration Management Specialist	\$76.18	\$78.47	\$80.82	\$83.24	\$85.74
70-132-56-007	Database Administrator I	\$62.21	\$64.08	\$66.00	\$67.98	\$70.02
70-132-56-008	Database Administrator II	\$97.63	\$100.56	\$103.58	\$106.69	\$109.89
70-132-56-009	Database Administrator III	\$115.76	\$119.23	\$122.81	\$126.49	\$130.28
70-132-56-010	Functional Expert	\$173.75	\$178.96	\$184.33	\$189.86	\$195.56
70-132-56-011	Help Desk Specialist	\$54.25	\$55.88	\$57.56	\$59.29	\$61.07
70-132-56-012	Human Resources Specialist	\$54.25	\$55.88	\$57.56	\$59.29	\$61.07
70-132-56-013	Infrastructure Architect	\$215.68	\$222.15	\$228.81	\$235.67	\$242.74
70-132-56-014	IT Analyst Level I	\$74.42	\$76.65	\$78.95	\$81.32	\$83.76
70-132-56-015	IT Analyst Level II	\$91.34	\$94.08	\$96.90	\$99.81	\$102.80
70-132-56-016	IT Security Manager	\$144.27	\$148.60	\$153.06	\$157.65	\$162.38
70-132-56-017	Network Engineer I	\$55.51	\$57.18	\$58.90	\$60.67	\$62.49
70-132-56-018	Network Engineer II	\$73.22	\$75.42	\$77.68	\$80.01	\$82.41
70-132-56-019	Network Engineer III	\$90.93	\$93.66	\$96.47	\$99.36	\$102.34
70-132-56-020	Principal Consultant I	\$264.39	\$272.32	\$280.49	\$288.90	\$297.57
70-132-56-021	Principal Consultant II	\$287.09	\$295.70	\$304.57	\$313.71	\$323.12
70-132-56-022	Program Control Specialist	\$93.18	\$95.98	\$98.86	\$101.83	\$104.88
70-132-56-023	Program Manager I	\$71.78	\$73.93	\$76.15	\$78.43	\$80.78
70-132-56-	Program Manager II	\$119.64	\$123.23	\$126.93	\$130.74	\$134.66

ID No.	SIN 132-56 Position	Year 6	Year 7	Year 8	Year 9	Year 10
		12/15/2014	12/15/2015	12/15/2016	12/15/2017	12/15/2018
		- 12/14/2015	- 12/14/2016	- 12/14/2017	- 12/14/2018	- 12/14/2019
024						
70-132-56-025	Program Manager III	\$145.50	\$149.87	\$154.37	\$159.00	\$163.77
70-132-56-026	Program Manager IV	\$153.25	\$157.85	\$162.59	\$167.47	\$172.49
70-132-56-027	Program Manager V	\$213.58	\$219.99	\$226.59	\$233.39	\$240.39
70-132-56-028	Programmer Analyst I	\$76.26	\$78.55	\$80.91	\$83.34	\$85.84
70-132-56-029	Programmer Analyst II	\$93.80	\$96.61	\$99.51	\$102.50	\$105.58
70-132-56-030	Programmer Analyst III	\$109.65	\$112.94	\$116.33	\$119.82	\$123.41
70-132-56-031	Project Manager I	\$105.03	\$108.18	\$111.43	\$114.77	\$118.21
70-132-56-032	Project Manager III	\$160.35	\$165.16	\$170.11	\$175.21	\$180.47
70-132-56-033	Quality Assurance Engineer	\$94.83	\$97.67	\$100.60	\$103.62	\$106.73
70-132-56-034	Scientist I	\$50.47	\$51.98	\$53.54	\$55.15	\$56.80
70-132-56-035	Scientist II	\$68.81	\$70.87	\$73.00	\$75.19	\$77.45
70-132-56-036	Scientist III	\$80.62	\$83.04	\$85.53	\$88.10	\$90.74
70-132-56-037	Security Engineer	\$128.78	\$132.64	\$136.62	\$140.72	\$144.94
70-132-56-038	Software Architect	\$136.50	\$140.60	\$144.82	\$149.16	\$153.63
70-132-56-039	Software Engineer I	\$63.18	\$65.08	\$67.03	\$69.04	\$71.11
70-132-56-040	Software Engineer II	\$87.10	\$89.71	\$92.40	\$95.17	\$98.03
70-132-56-041	Software Engineer III	\$102.35	\$105.42	\$108.58	\$111.84	\$115.20
70-132-56-042	Software Engineer IV	\$121.98	\$125.64	\$129.41	\$133.29	\$137.29
70-132-56-043	Software Engineer V	\$141.27	\$145.51	\$149.88	\$154.38	\$159.01
70-132-56-044	Sr. Business Systems Consultant	\$158.73	\$163.49	\$168.39	\$173.44	\$178.64
70-132-56-045	Sr. Program Control Specialist	\$210.66	\$216.98	\$223.49	\$230.19	\$237.10
70-132-56-046	Sr. Scientist	\$141.26	\$145.50	\$149.87	\$154.37	\$159.00
70-132-56-047	Subject Matter Expert I	\$132.26	\$136.23	\$140.32	\$144.53	\$148.87
70-132-56-048	Subject Matter Expert II	\$158.14	\$162.88	\$167.77	\$172.80	\$177.98
70-132-56-	Subject Matter Expert III	\$177.48	\$182.80	\$188.28	\$193.93	\$199.75

ID No.	SIN 132-56 Position	Year 6	Year 7	Year 8	Year 9	Year 10
		12/15/2014	12/15/2015	12/15/2016	12/15/2017	12/15/2018
		- 12/14/2015	- 12/14/2016	- 12/14/2017	- 12/14/2018	- 12/14/2019
049						
70-132-56-050	System Administrator	\$74.63	\$76.87	\$79.18	\$81.56	\$84.01
70-132-56-051	System Architect	\$134.47	\$138.50	\$142.66	\$146.94	\$151.35
70-132-56-052	Systems Engineer I	\$55.51	\$57.18	\$58.90	\$60.67	\$62.49
70-132-56-053	Systems Engineer II	\$80.82	\$83.24	\$85.74	\$88.31	\$90.96
70-132-56-054	Systems Engineer III	\$98.58	\$101.54	\$104.59	\$107.73	\$110.96
70-132-56-055	Technical Writer I	\$71.78	\$73.93	\$76.15	\$78.43	\$80.78
70-132-56-056	Test & Evaluation Engineer	\$99.75	\$102.74	\$105.82	\$108.99	\$112.26
70-132-56-057	Training Specialist	\$138.14	\$142.28	\$146.55	\$150.95	\$155.48
70-132-56-058	Web Designer	\$71.69	\$73.84	\$76.06	\$78.34	\$80.69
70-132-56-059	Web Developer I	\$43.78	\$45.09	\$46.44	\$47.83	\$49.26