GENERAL SERVICES ADMINISTRATION FEDERAL SUPPLY SERVICE AUTHORIZED FEDERAL SUPPLY SCHEDULE CATALOG/PRICE LIST

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

SCHEDULE TITLE: Federal Supply Schedule 70 – General Purpose Commercial Information Technology Equipment, Software, and Services

54151S - 54151S Information Technology Professional Services (OLD - SIN 132-51 - Information Technology Professional Services - SUBJECT TO COOPERATIVE PURCHASING)

FSC Class(es)/Product Code:

FSC/PSC Class D301 IT and Telecom- Facility Operation and Maintenance FSC/PSC Class D302 IT and Telecom- Systems Development FSC/PSC Class D306 IT and Telecom- Systems Analysis FSC/PSC Class D307 IT and Telecom- IT Strategy and Architecture FSC/PSC Class D308 IT and Telecom- Programming FSC/PSC Class D310 IT and Telecom- Cyber Security and Data Backup FSC/PSC Class D311 IT and Telecom- Data Conversion FSC/PSC Class D316 IT and Telecom-Telecommunications Network Management IT and Telecom- Web-Based Subscription FSC/PSC Class D317 IT and Telecom- Other IT and Telecommunications FSC/PSC Class D399

54151HACS - 54151HACS Highly Adaptive Cybersecurity Services (HACS) (OLD SIN 132-45 - Highly Adaptive Cybersecuirty Services (HACS)

ALL HACS subcategories are included on this contract.

CONTRACT NUMBER: GS-35F-0216Y

CONTRACT PERIOD: February 27, 2017 through February 26, 2022 *Pricelist current through Modification PS-A812, effective February 06, 2020*

For more information on ordering from Federal Supply go to this website: www.gsa.gov/schedules



CONTRACTOR: SkyePoint Decisions, Inc. 45240 Business Ct., Suite 160

Dulles, VA 20166 Office: 703 234 7880

Office: 703.234.7880 Fax: 703.636.8918

E-mail: gsaFSS70@skyepoint.com

http://www.skyepoint.com

CONTRACTOR'S ADMINISTRATION SOURCE: Albert R. "Ray" Schmidt

Email: ray.schmidt@skyepoint.com

BUSINESS SIZE: Small Business

CUSTOMER INFORMATION:

1a. TABLE OF AWARDED SPECIAL ITEM NUMBERS

(SINs) SIN DESCRIPTION

54151S - 54151S Information Technology Professional Services (OLD - SIN 132-51 - Information Technology Professional Services - SUBJECT TO COOPERATIVE PURCHASING)

FSC/PSC Class D301 IT and Telecom- Facility Operation and Maintenance IT and Telecom- Systems Development FSC/PSC Class D302 FSC/PSC Class D306 IT and Telecom- Systems Analysis IT and Telecom- IT Strategy and Architecture FSC/PSC Class D307 FSC/PSC Class D308 IT and Telecom- Programming FSC/PSC Class D310 IT and Telecom- Cyber Security and Data Backup IT and Telecom- Data Conversion FSC/PSC Class D311 IT and Telecom- Telecommunications Network Management FSC/PSC Class D316 FSC/PSC Class D317 IT and Telecom- Web-Based Subscription FSC/PSC Class D399 IT and Telecom- Other IT and Telecommunications

54151HACS - 54151HACS Highly Adaptive Cybersecurity Services (HACS) (OLD SIN 132-45 - Highly Adaptive Cybersecuirty Services (HACS)

- 1b. LOWEST PRICED MODEL NUMBER AND PRICE FOR EACH SIN: See Price List
- 1c. HOURLY RATES (Services only): See labor categories and pricing beginning on p.9 and p.59 respectively
- 2. MAXIMUM ORDER*:

SIN	<u>MAXIMUM ORDER</u>

54151S \$500,000/per Order 54151HACS \$500,000/per Order

NOTE TO ORDERING ACTIVITIES: *If the best value selection places your order over the Maximum Order identified in this catalog/pricelist, you have an opportunity to obtain a better schedule contract price. Before placing your order, contact the aforementioned contactor for a better price. The contractor may (1) offer a new price for this requirement (2) offer the lowest price available under this contract or (3) decline the order. A delivery order that exceeds the maximum order may be placed under the schedule contract in accordance with FAR 8.404.

- **3. MINIMUM ORDER:** Minimum order per the contract \$100.00 or as negotiated.
- **4. GEOGRAPHIC COVERAGE:** Domestic, or 48 contiguous states, Alaska, Hawaii, Puerto Rico, Washington, DC, and U.S. Territories.
- 5. **POINT(S) OF PRODUCTION:** N/A
- **6. DISCOUNT FROM LIST PRICES:** GSA Net Prices are shown on the attached GSA pricelist. Negotiated discount has been applied and the IFF has been added.
- 7. **QUANTITY DISCOUNT(S):** None
- **8. PROMPT PAYMENT TERMS:** None

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- 9.a Government Purchase Cards are accepted at or below the micro-purchase threshold.
- 9.b Government Purchase Cards are not accepted above the micro-purchase threshold. Government purchase cards are not accepted above the micro-purchase threshold. However, on occasion SkyePoint Decisions may accept the Government purchase card in accordance with GSAR 552.232-79 (c) Payment by Credit Card. Contact contractor for limit.
- 10. FOREIGN ITEMS: N/A
- 11a. **TIME OF DELIVERY:** As Negotiated at the task order level.
- 11b. **EXPEDITED DELIVERY:** Negotiated at the task order level.
- OVERNIGHT AND 2-DAY DELIVERY: N/A 11c.
- 11d. **URGENT REQUIRMENTS:** Agencies can contact the Contractor's representative to affect a faster delivery. Customers are encouraged to contact the contractor for the purpose of requesting accelerated delivery.
- 12. FOB POINT: Destination
- 13a. **ORDERING ADDRESS:** SkyePoint Decisions, Inc.

45240 Business Ct., Suite 160

Dulles, VA 20166 Office: 703.234.7880 Fax: 703.636.8918

E-mail: gsaFSS70@skyepoint.com

- **ORDERING PROCEDURES:** Ordering activities shall use the ordering procedures described in Federal 13b. Acquisition Regulation 8.405-3 on Blanket Purchase Agreements (BPA's)
- 14. **PAYMENT ADDRESS:** Same as contractor
- **15.** WARRANTY PROVISION: N/A
- EXPORT PACKING CHARGES: N/A 16.
- **17.** TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE: See 9a and 9h.
- 18. TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR (IF APPLICABLE): :
- 19. TERMS AND CONDITIONS OF INSTALLATION (IF APPLICABLE): N/A
- 20. TERMS AND CONDITIONS OF REPAIR PARTS INDICATING DATE OF PARTS PRICE LISTS AND ANY DISCOUNTS FROM LIST PRICES (IF AVAILABLE): N/A
- 20a. TERMS AND CONDITIONS FOR ANY OTHER SERVICES (IF APPLICABLE): N/A
- 21. LIST OF SERVICE AND DISTRIBUTION POINTS (IF APPLICABLE): N/A
- 22. LIST OF PARTICIPATING DEALERS (IF APPLICABLE): N/A
- 23. PREVENTIVE MAINTENANCE (IF APPLICABLE): N/A

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- 24a. SPECIAL ATTRIBUTES SUCH AS ENVIRONMENTAL ATTRIBUTES (e.g. recycled content, energy efficiency, and/or reduced pollutants): N/A
- **24b. Section 508 Compliance for Electronic and Information Technology (EIT):** 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: Section 508 compliance is in process.

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

- **25. DUNS NUMBER:** 829977508
- 26. NOTIFICATION REGARDING REGISTRATION IN SYSTEM FOR AWARD MANAGEMENT (SAM) DATABASE: Contractor has an Active Registration in the SAM database.

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TERMS AND CONDITIONS APPLICABLE TO INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES (SPECIAL ITEM NUMBER 54151S) (OLD SIN 132-51)

1. SCOPE

- a. The prices, terms and conditions stated under Special Item Number 54151S 54151S Information Technology Professional Services (OLD SIN 132-51 Information Technology Professional Services SUBJECT TO COOPERATIVE PURCHASING) apply exclusively to IT Professional Services within the scope of this Information Technology Schedule.
- b. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

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

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

3. ORDER

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

4. PERFORMANCE OF SERVICES

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

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

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

6. INSPECTION OF SERVICES

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

7. RESPONSIBILITIES OF THE CONTRACTOR

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

8. RESPONSIBILITIES OF THE ORDERING ACTIVITY

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

9. INDEPENDENT CONTRACTOR

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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

Definitions.

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

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

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

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

11. INVOICES

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

12. PAYMENTS

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

- (a) The Government contemplates award of a Time-and-Materials or Labor-Hour type of contract resulting from this solicitation.
- (b) The offeror must specify fixed hourly rates in its offer that include wages, overhead, general and administrative expenses, and profit. The offeror must specify whether the fixed hourly rate for each labor category applies to labor performed by—
 - (1) The offeror:
 - (2) Subcontractors; and/or
 - (3) Divisions, subsidiaries, or affiliates of the offeror under a common control.

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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

- a. The Contractor shall provide a description of each type of IT Service offered under Special Item Numbers 54151S 54151S Information Technology Professional Services (OLD SIN 132-51 Information Technology Professional Services SUBJECT TO COOPERATIVE PURCHASING) should be presented in the same manner as the Contractor sells to its commercial and other ordering activity customers. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles (labor categories) for those individuals who will perform the service should be provided.
- b. Pricing for all IT Professional Services shall be in accordance with the Contractor's customary commercial practices; e.g., hourly rates, monthly rates, term rates, and/or fixed prices, minimum general experience and minimum education.

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LABOR CATEGORY DESCRIPTIONS (SIN 54151S) (OLD SIN 132-51)

"Due to the availability or limitation of education, occasionally substitution of experience as referenced below for a professional labor type with additional years of experience will be provided per the approval of the federal agency acquiring the service."

Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

	(years) experience may be substituted for a Master Degree.					
SEDVICE	Functional	MINIMUM				
SERVICE	Functional	EDUCATION/	MINIMUM VEADO	Manuforder (Clair)		
(e.g. Job Title/Task)	Responsibility/Position Description	CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description		
Financial Analyst II	Performs information	Bachelor's	3 Years	Possesses and		
T manolal Analyst II	technology program	Degree in a	o rours	applies expertise on		
	support related to	related field.		multiple complex		
	program analysis,	rolated hold.		work assignments.		
	production scheduling,			Assignments may be		
	logistics, special projects,			broad in nature,		
	statistical analysis, and			requiring originality		
	life cycle costing,			and innovation in		
	budgeting, financial			determining how to		
	studies and performs			accomplish tasks.		
	costing for assigned			Operates with		
	information technology			appreciable latitude		
	projects. Provides			in developing		
	support in the			methodology and		
	preparation of monthly			presenting solutions		
	reports, program			to problems.		
	reviews, presentations,			Contributes to deliverables and		
	project plans, briefings, schedules and other			performance metrics		
	information technology			where applicable.		
	project deliverables. May			where арріісаріс.		
	perform asset					
	management functions					
	as required.					
Configuration	Provides configuration	Bachelor's	3 Years	Possesses and		
Management	management planning.	Degree in a		applies expertise on		
Specialist II	Describes provisions for	related field.		multiple complex		
	configuration			work assignments.		
	identification, change			Assignments may be		
	control, configuration			broad in nature,		
	status accounting, and			requiring originality		
	configuration audits.			and innovation in		
	Regulates the change process so that only			determining how to accomplish tasks.		
	approved and validated			Operates with		
	changes are			appreciable latitude		
	incorporated into product			in developing		
	documents, software,			methodology and		
	and hardware.			presenting solutions		
	Responsible for			to problems.		
	configuration planning.			Contributes to		
	Identifies and maintains			deliverables and		
	the original configuration			performance metrics		
	of requirements			where applicable.		
	documentation, design					
	documentation, software,					
	hardware and related					
	documentation.					
	Regulates the change					

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

Tor un labor outc	gories four (4) years of exp (years) experience may			ior degree and six
050//05	-	MINIMUM		
SERVICE	Functional	EDUCATION/	MINIMUM VEADS	Knowledge/Skill
(e.g. Job Title/Task)	Responsibility/Position Description	CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description
Title/Task)	control process so that		OI EXPERIENCE	Description
	only approved and			
	validated changes are			
	incorporated into			
	configuration control			
	documents and related			
	software. Responsible for			
	configuration status accounting. Tracks all			
	problems and changes in			
	configuration control			
	documents, software			
	and/or hardware and			
	reports changes and			
	current configuration.			
	Responsible for			
	configuration audits. Supports audits to verify			
	that requirements of all			
	baselines have been met			
	by the as-built software.			
	Supports quality			
	assurance process			
Configuration	audits.	Bachelor's	5 Years	Possesses and
Configuration Management	Provides configuration management planning.	Degree in a	o rears	applies a
Specialist III	Describes provisions for	related field.		comprehensive
- P	configuration			knowledge across
	identification, change			key tasks and high
	control, configuration			impact assignments.
	status accounting, and			Plans and leads
	configuration audits. Regulates the change			major technology
	process so that only			assignments. Evaluates
	approved and validated			performance results
	changes are			and recommends
	incorporated into product			major changes
	documents, software,			affecting short-term
	and hardware.			project growth and
	Responsible for			success. Functions
	configuration planning. Identifies and maintains			as a technical expert across multiple
	the original configuration			project assignments.
	of requirements			May supervise
	documentation, design			others.
	documentation, software,			
	hardware and related			
	documentation.			
	Regulates the change control process so that			
	only approved and			

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

Tor all labor Gate	gories four (4) years of exp (years) experience may			ior degree and six
		MINIMUM		
SERVICE	Functional	EDUCATION/		
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description
	validated changes are			
	incorporated into			
	configuration control documents and related			
	software. Responsible for			
	configuration status			
	accounting. Tracks all			
	problems and changes in			
	configuration control			
	documents, software			
	and/or hardware and			
	reports changes and			
	current configuration.			
	Responsible for			
	configuration audits.			
	Supports audits to verify			
	that requirements of all baselines have been met			
	by the as-built software.			
	Supports quality			
	assurance process			
	audits.			
Subject Matter	(NOTE: THIS LABOR	Associate's	1 Year	Applies fundamental
Expert I	CATEGORY IS	Degree in a		concepts,
	APPLICABLE AND MAY	related field.		processes,
	BE USED ACROSS ALL			practices, and
	OTHER GROUPS AND TECHNICAL			procedures on technical
	DISCIPLINES)			assignments.
	Serves as subject matter			Performs work that
	expert, possessing in-			requires practical
	depth knowledge of a			experience and
	particular area, such as			training. Work is
	business, computer			performed under
	science, engineering,			supervision.
	mathematics,			
	technologies or the			
	various sciences. Provides technical			
	knowledge and analysis			
	of highly specialized			
	applications and			
	operational			
	environments, high-level			
	functional systems			
	analysis, design,			
	integration,			
	documentation and			
	implementation advice on exceptionally complex			
	problems that need			
	рเบมเฮเกิง เกลเ กิฮฮน	<u> </u>	<u> </u>	<u>l</u>

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

	(years) experience may			
OEDVIOE	Formational	MINIMUM		
SERVICE (e.g. Job	Functional Page Page 1	EDUCATION/ CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
(e.g. Job Title/Task)	Responsibility/Position Description	LEVEL	OF EXPERIENCE	Description
Title/Task)	extensive knowledge of		OI EXPERIENCE	Description
	the subject matter for			
	effective implementation.			
	Participates as needed in			
	all phases of system and			
	software development			
	with emphasis on the			
	planning, analysis,			
	testing, integration,			
	documentation, and presentation phases.			
	Applies principles,			
	methods and knowledge			
	of the functional area of			
	capability to specific task			
	order requirements,			
	advanced mathematical			
	principles and methods			
	to exceptionally difficult			
	and narrowly defined			
	technical problems in			
	engineering and other scientific applications to			
	arrive at automated			
	solutions.			
Subject Matter	(NOTE: THIS LABOR	Bachelor's	3 Years	Possesses and
Expert II	CATEGORY IS	Degree in a		applies expertise on
	APPLICABLE AND MAY	related field.		multiple complex
	BE USED ACROSS ALL			work assignments.
	OTHER GROUPS AND			Assignments may be
	TECHNICAL			broad in nature,
	DISCIPLINES)Serves as subject matter expert,			requiring originality and innovation in
	possessing in-depth			determining how to
	knowledge of a particular			accomplish tasks.
	area, such as business,			Operates with
	computer science,			appreciable latitude
	engineering,			in developing
	mathematics,			methodology and
	technologies or the			presenting solutions
	various sciences. Provides technical			to problems. Contributes to
	knowledge and analysis			deliverables and
	of highly specialized			performance metrics
	applications and			where applicable.
	operational			,,
	environments, high-level			
	functional systems			
	analysis, design,			
	integration,			
	documentation and			

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

Tor an labor Gate	gories four (4) years of exp (years) experience may			ior degree and six
		MINIMUM		
SERVICE	Functional	EDUCATION/		
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description
	implementation advice			
	on exceptionally complex			
	problems that need extensive knowledge of			
	the subject matter for			
	effective implementation.			
	Participates as needed in			
	all phases of system and			
	software development			
	with emphasis on the			
	planning, analysis,			
	testing, integration,			
	documentation, and			
	presentation phases.			
	Applies principles,			
	methods and knowledge			
	of the functional area of			
	capability to specific task			
	order requirements, advanced mathematical			
	principles and methods			
	to exceptionally difficult			
	and narrowly defined			
	technical problems in			
	engineering and other			
	scientific applications to			
	arrive at automated			
0.1: (14.4)	solutions.	5 / / /	5.14	
Subject Matter	(NOTE: THIS LABOR	Bachelor's	5 Years	Possesses and
Expert III	CATEGORY IS APPLICABLE AND MAY	Degree in a related field.		applies a
	BE USED ACROSS ALL	relateu lielu.		comprehensive knowledge across
	OTHER GROUPS AND			key tasks and high
	TECHNICAL			impact assignments.
	DISCIPLINES)Serves as			Plans and leads
	subject matter expert,			major technology
	possessing in-depth			assignments.
	knowledge of a particular			Evaluates
	area, such as business,			performance results
	computer science,			and recommends
	engineering,			major changes
	mathematics,			affecting short-term
	technologies or the various sciences.			project growth and success. Functions
	Provides technical			as a technical expert
	knowledge and analysis			across multiple
	of highly specialized			project assignments.
	applications and			May supervise
	operational			others.
	environments, high-level			
	functional systems			

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

1 or an labor date	gories four (4) years of exp (years) experience may			ior dogroo and on
		MINIMUM		
SERVICE	Functional	EDUCATION/		14
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Title/Task)	Description design	LEVEL	OF EXPERIENCE	Description
	analysis, design, integration,			
	documentation and			
	implementation advice			
	on exceptionally complex			
	problems that need			
	extensive knowledge of			
	the subject matter for			
	effective implementation.			
	Participates as needed in			
	all phases of system and			
	software development			
	with emphasis on the			
	planning, analysis,			
	testing, integration,			
	documentation, and			
	presentation phases.			
	Applies principles, methods and knowledge			
	of the functional area of			
	capability to specific task			
	order requirements,			
	advanced mathematical			
	principles and methods			
	to exceptionally difficult			
	and narrowly defined			
	technical problems in			
	engineering and other			
	scientific applications to			
	arrive at automated			
Subject Matter	solutions. (NOTE: THIS LABOR	Bachelor's	7 Years	Provides
Expert IV	CATEGORY IS	Degree in a	i i Gais	technical/manageme
LAPERTY	APPLICABLE AND MAY	related field.		nt leadership on
	BE USED ACROSS ALL	rolated hold.		major tasks or
	OTHER GROUPS AND			technology
	TECHNICAL			assignments.
	DISCIPLINES)Serves as			Establishes goals
	subject matter expert,			and plans that meet
	possessing in-depth			project objectives.
	knowledge of a particular			Has domain and
	area, such as business,			expert technical
	computer science,			knowledge. Directs and controls
	engineering, mathematics,			and controls activities for a client,
	technologies or the			having overall
	various sciences.			responsibility for
	Provides technical			financial
	knowledge and analysis			management,
	of highly specialized			methods, and
	applications and			staffing to ensure

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

MINIMUM

i oi aii iaboi cate	years) experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.			
		MINIMUM		
SERVICE	Functional	EDUCATION/		
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description
	operational			that technical
	environments, high-level			requirements are
	functional systems			met. Interactions
	analysis, design,			involve client
	integration,			negotiations and
	documentation and			interfacing with
	implementation advice			senior management.
	on exceptionally complex			Decision making and
	problems that need			domain knowledge
	extensive knowledge of			may have a critical
	the subject matter for			impact on overall
	effective implementation.			project
	Participates as needed in			implementation.
	all phases of system and			Acts as a senior
	software development			consultant in
	with emphasis on the			complex or mission
	planning, analysis,			critical client
	testing, integration,			requirements.
	documentation, and			Develops, modifies,
	presentation phases. Applies principles,			and applies computer modeling
	methods and knowledge			and programming
	of the functional area of			applications to
	capability to specific task			analyze and solve
	order requirements,			mathematical and
	advanced mathematical			scientific problems
	principles and methods			affecting system and
	to exceptionally difficult			program
	and narrowly defined			performance.
	technical problems in			Participates in all
	engineering and other			phases of scientific
	scientific applications to			and engineering
	arrive at automated			projects such as
	solutions.			research, design,
				development,
				testing, modeling,
				simulating, training,
				and documentation.
				May supervise
				others.

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

	gories four (4) years of exp (years) experience may			.o. aog.co ana em
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description
Computer Operator II	Monitors and operates the control console of a digital computer under supervision of lead operator. Processes data and runs all programs, including new or complex programs, according to established operating instructions. Studies instructions to determine equipment setup and operations. Loads computer equipment and peripherals with required items (tape reels, disk packs, software, etc.) Switches necessary auxiliary equipment onto the circuit/network; starts and operates the computer system. Makes adjustments to the system to correct operating problems or to meet special conditions. Maintains operating records and performs other related tasks as required.	Bachelor's Degree in a related field.	3 Years	Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.
Computer Security Analyst II	Provides assistance to the project/program manager on matters pertaining to information security on information systems and supporting communications infrastructures. Analyzes and defines security requirements for systems and/or networks. Designs, develops, engineers, and implements solutions that meet security requirements. Responsible for integration and implementation of security solutions. Performs	Bachelor's Degree in a related field.	3 Years	Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

	gories four (4) years of exp (years) experience may			or acgree and em
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description
Information	vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Generates detailed draft reports analyzing the physical, administrative, systemic and technical security posture of installations, and makes recommendations to reduce or eliminate security vulnerabilities or risks. Determines enterprise	Bachelor's	3 Years	Possesses and
Assurance/Security Specialist II	information assurance and security standards. Develops and implements information assurance/security standards and procedures. Coordinates, develops, and evaluates security programs for an organization. Recommends information assurance/security solutions to support customers' requirements. Identifies, reports, and resolves security violations. Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands. Supports customers at the highest levels in the development and implementation of doctrine and policies. Applies know-how to government and commercial common user systems, as well as to dedicated special	Degree in a related field.		applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.

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Experience Substitution

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TOT All Tabol Cate	For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.				
		MINIMUM			
SERVICE	Functional	EDUCATION/			
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill	
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description	
	purpose systems				
	requiring specialized				
	security features and				
	procedures. Provides				
	integration and				
	implementation of the				
	computer system security solution.				
	Analyzes general				
	information assurance				
	related technical				
	problems and provides				
	basic engineering and				
	technical support in				
	solving these problems.				
	Performs				
	vulnerability/risk				
	analyses of computer				
	systems and applications				
	during all phases of the				
	system development life				
	cycle. Ensures that all				
	information systems are				
	functional and secure.				
	Areas of responsibility				
	may include: identity				
	management, secure				
	system engineering and				
	development, biometrics,				
	system/security				
	requirements analysis, secure system definition,				
	as well as, specification				
	development of				
	INFOSEC policies and				
	procedures utilizing				
	technical and analytical				
	skills. May also design				
	test beds for the				
	Developmental Test &				
	Evaluation (DT&E) of				
	INFOSEC hardware and				
	software solutions.				
Information	Determines enterprise	Bachelor's	5 Years	Possesses and	
Assurance/Security	information assurance	Degree in a		applies a .	
Specialist III	and security standards.	related field.		comprehensive	
	Develops and			knowledge across	
	implements information			key tasks and high	
	assurance/security standards and			impact assignments. Plans and leads	
	procedures. Coordinates,				
	procedures. Coordinates,			major technology	

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

Tor all labor date	gories four (4) years of exp (years) experience may			ior degree and six
		MINIMUM	_	
SERVICE	Functional	EDUCATION/		
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description
	develops, and evaluates			assignments.
	security programs for an			Evaluates
	organization.			performance results
	Recommends			and recommends
	information			major changes
	assurance/security			affecting short-term
	solutions to support			project growth and
	customers' requirements.			success. Functions
	Identifies, reports, and			as a technical expert
	resolves security			across multiple
	violations. Establishes			project assignments.
	and satisfies information			May supervise
	assurance and security			others.
	requirements based			
	upon the analysis of			
	user, policy, regulatory,			
	and resource demands.			
	Supports customers at			
	the highest levels in the			
	development and implementation of			
	doctrine and policies.			
	Applies know-how to			
	government and			
	commercial common			
	user systems, as well as			
	to dedicated special			
	purpose systems			
	requiring specialized			
	security features and			
	procedures. Provides			
	integration and			
	implementation of the			
	computer system			
	security solution.			
	Analyzes general			
	information assurance			
	related technical			
	problems and provides			
	basic engineering and			
	technical support in			
	solving these problems.			
	Performs			
	vulnerability/risk			
	analyses of computer systems and applications			
	during all phases of the			
	system development life			
	cycle. Ensures that all			
	information systems are			
	functional and secure.			
	ranodonal and secure.			

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

	gories four (4) years of exp (years) experience may			g
SERVICE (e.g. Job	Functional Responsibility/Position	MINIMUM EDUCATION/ CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Information Specialist II	Areas of responsibility may include: identity management, secure system engineering and development, biometrics, system/security requirements analysis, secure system definition, as well as, specification development of INFOSEC policies and procedures utilizing technical and analytical skills. May also design test beds for the Developmental Test & Evaluation (DT&E) of INFOSEC hardware and software solutions. Applies information management techniques and practices in support of business process improvement and business process modernization projects. Applies reverse engineering and reengineering disciplines to develop activity and data modeling, transaction flow analysis to document existing processes. Uses such methodologies as IDEFO Performs process and/or data modeling utilizing industry standard tools such as IDEFO and IDEFIX. Develops and applies organization wide information models for use in assisting the design of integrated, shared software and database management systems. Participates in the construct of sound,	Bachelor's Degree in a related field.	3 Years	Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.
	logical business improvement opportunities consistent			

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Experience Substitution For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

Tor an labor oute	For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.					
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description		
	with organizational information management guiding principles, cost savings, and open system architecture objectives. Analyzes functional business applications and design specifications.					
IT Analyst II	Provides technical and administrative direction for tasks, including review of work products for correctness, compliance with industry accepted standards, policies, and user standards specified in specific TOs. Ensures problem resolution and customer satisfaction. Provides technical and administrative guidance and/or direction for technical personnel performing on a task order. Provides technical and administrative direction for tasks, including review of work products for correctness and compliance with industry accepted standards.	Bachelor's Degree in a related field.	3 Years	Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.		

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

	(years) experience may be substituted for a Master Degree.					
SERVICE	Functional	MINIMUM EDUCATION/				
(e.g. Job Title/Task)	Responsibility/Position Description	CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description		
IT Analyst III	Provides technical and	Bachelor's	5 Years	Possesses and		
	administrative direction	Degree in a		applies a		
	for tasks, including	related field.		comprehensive		
	review of work products			knowledge across		
	for correctness,			key tasks and high		
	compliance with industry			impact assignments.		
	accepted standards,			Plans and leads		
	policies, and user			major technology		
	standards specified in			assignments.		
	specific TOs. Ensures			Evaluates		
	problem resolution and			performance results		
	customer satisfaction.			and recommends		
	Provides technical and			major changes		
	administrative guidance			affecting short-term		
	and/or direction for technical personnel			project growth and success. Functions		
	performing on a task			as a technical expert		
	order. Provides technical			across multiple		
	and administrative			project assignments.		
	direction for tasks,			May supervise		
	including review of work			others.		
	products for correctness					
	and compliance with					
	industry accepted					
/T A / () /	standards.	5 , , ,	40.14	D (
IT Analyst V	Provides technical and	Bachelor's	10 Years	Performs expert,		
	administrative direction for tasks, including	Degree in a related field.		independent services and		
	review of work products	related lield.		leadership in		
	for correctness,			specialized		
	compliance with industry			technical/functional		
	accepted standards,			areas (e.g.,		
	policies, and user			Contingency and		
	standards specified in			Disaster Recovery,		
	specific TOs. Ensures			Business Process		
	problem resolution and			Reengineering).		
	customer satisfaction.			Conducts high-level		
	Provides technical and			systems analysis of		
	administrative guidance			functional area and formulates an		
	and/or direction for technical personnel			effective strategy for		
	performing on a task			accomplishing		
	order. Provides technical			objectives that will		
	and administrative			overall performance		
	direction for tasks,			and efficiency.		
	including review of work			Develops		
	products for correctness			technical/functional		
	and compliance with			architectures and		
	industry accepted			functional		
	standards.			specifications.		
				Provides expertise		

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (vears) experience may be substituted for a Master Degree.

Tor air labor oate,	gories four (4) years of exp (years) experience may			ior degree and six
		MINIMUM		
SERVICE	Functional	EDUCATION/		
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description
				and assistance in
				state-of-the-art
				software and hardware or area of
				specialization.
				Analyzes user needs
				to determine
				functional and cross-
				functional
				requirements.
				Performs functional
				allocation to identify
				required tasks and
				their
				interrelationships.
				Identifies resources
				required for each
				task. Provides
				technical/manageme
				nt leadership on
				major tasks or
				technology
				assignments. Establishes goals
				and plans that meet
				project objectives.
				Has domain and
				expert technical
				knowledge. Directs
				and controls
				activities for a client,
				having overall
				responsibility for
				financial
				management,
				methods, and
				staffing to ensure
				that technical
				requirements are met. Interactions
				involve client
				negotiations and
				interfacing with
				senior management.
				Decision making and
				domain knowledge
				may have a critical
				impact on overall
				project
				implementation.

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Experience Substitution

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For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.					
SERVICE (e.g. Job	Functional Responsibility/Position	MINIMUM EDUCATION/ CERTIFICATION	MINIMUM YEARS	Knowledge/Skill	
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description	
	2 2 2 2 3 4 2 3 2 3 2 3			May supervise	
				others.	
Network Architect I	Responsible for	Associate's	1 Year	Applies fundamental	
	gathering and analyzing	Degree in a		concepts,	
	network communications	related field.		processes,	
	requirements (voice & data). Examines and			practices, and procedures on	
	assesses existing			technical	
	voice/data			assignments.	
	communications			Performs work that	
	infrastructure. Architects			requires practical	
	integrated network			experience and	
	solutions – properly			training. Work is	
	integrating solutions with			performed under	
	the core network. Prepares detailed design			supervision.	
	specifications				
	implementing the				
	developed architectures.				
	Provides advice and				
	assistance as necessary				
	during implementation				
	efforts. Can serve as				
	Task/Team Leader				
	Project Management role on certain engagements.				
	May diagnose and				
	resolve Tier III voice/data				
	communication network				
	problems. Provides				
	information systems				
	strategies and				
	implementation planning services. Evaluates and				
	recommends technical.				
	management and				
	financial approaches to				
	implementation of				
	specific information				
	technologies or				
Network Architect III	networks.	Bachelor's	E V	Doggood and	
Network Architect III	Responsible for gathering and analyzing	Bacnelor's Degree in a	5 Years	Possesses and applies a	
	network communications	related field.		comprehensive	
	requirements (voice &	rolatoa nola.		knowledge across	
	data). Examines and			key tasks and high	
	assesses existing			impact assignments.	
	voice/data			Plans and leads	
	communications			major technology	
	infrastructure. Architects			assignments.	
	integrated network			Evaluates	

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

TOT all labor Cate	gories four (4) years of exp (years) experience may			or degree and six
		MINIMUM		
SERVICE	Functional	EDUCATION/		
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description
	solutions – properly			performance results
	integrating solutions with			and recommends
	the core network.			major changes
	Prepares detailed design			affecting short-term
	specifications			project growth and
	implementing the			success. Functions
	developed architectures. Provides advice and			as a technical expert
	assistance as necessary			across multiple project assignments.
	during implementation			May supervise
	efforts. Can serve as			others.
	Task/Team Leader			outers.
	Project Management role			
	on certain engagements.			
	May diagnose and			
	resolve Tier III voice/data			
	communication network			
	problems. Provides			
	information systems			
	strategies and			
	implementation planning			
	services. Evaluates and			
	recommends technical,			
	management and			
	financial approaches to			
	implementation of			
	specific information technologies or			
	networks.			
Network Architect IV	Responsible for	Bachelor's	7 Years	Provides
Notwork 7 ii oriitoot 1 v	gathering and analyzing	Degree in a	7 Touro	technical/manageme
	network communications	related field.		nt leadership on
	requirements (voice &			major tasks or
	data). Examines and			technology
	assesses existing			assignments.
	voice/data			Establishes goals
	communications			and plans that meet
	infrastructure. Architects			project objectives.
	integrated network			Has domain and
	solutions – properly			expert technical
	integrating solutions with			knowledge. Directs
	the core network.			and controls
	Prepares detailed design			activities for a client,
	specifications implementing the			having overall responsibility for
	developed architectures.			financial
	Provides advice and			management,
	assistance as necessary			methods, and
	during implementation			staffing to ensure
	efforts. Can serve as			that technical
1	Task/Team Leader			requirements are

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

(years) experience may be substituted for a Master Degree.					
		MINIMUM			
SERVICE	Functional	EDUCATION/			
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill	
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description	
-	Project Management role			met. Interactions	
	on certain engagements.			involve client	
	May diagnose and			negotiations and	
	resolve Tier III voice/data			interfacing with	
	communication network			senior management.	
	problems. Provides			Decision making and	
	information systems			domain knowledge	
	strategies and			may have a critical	
	implementation planning			impact on overall	
	services. Evaluates and			project	
	recommends technical,			implementation.	
	management and			Acts as a senior	
	financial approaches to			consultant in	
	implementation of			complex or mission	
	specific information			critical client	
	technologies or			requirements.	
	networks.			Develops, modifies,	
	motworke.			and applies	
				computer modeling	
				and programming	
				applications to	
				analyze and solve	
				mathematical and	
				scientific problems	
				affecting system and	
				program	
				performance.	
				Participates in all	
				phases of scientific	
				and engineering	
				projects such as	
				research, design, development,	
				testing, modeling,	
				simulating, training,	
				and documentation.	
				May supervise	
Network Architect V	Responsible for	Bachelor's	10 Years	others.	
NEWOIK AICHILECT V	gathering and analyzing	Degree in a	io reais	Performs expert, independent	
	network communications	related field.		services and	
	requirements (voice &	าษเลเษน แษเน.			
				leadership in	
	data). Examines and			specialized	
	assesses existing voice/data			technical/functional	
				areas (e.g.,	
	communications			Contingency and	
	infrastructure. Architects			Disaster Recovery,	
	integrated network			Business Process	
	solutions – properly			Reengineering).	
	integrating solutions with			Conducts high-level	
	the core network.			systems analysis of	

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Experience Substitution

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MINIMUM

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SERVICE	Functional	MINIMUM EDUCATION/			
(e.g. Job Title/Task)	Responsibility/Position Description	CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description	
THE TASK)	Prepares detailed design specifications implementing the developed architectures. Provides advice and assistance as necessary during implementation efforts. Can serve as Task/Team Leader Project Management role on certain engagements. May diagnose and resolve Tier III voice/data communication network problems. Provides information systems strategies and implementation planning services. Evaluates and recommends technical, management and financial approaches to implementation of specific information technologies or networks.		OF EXPENSE.	functional area and formulates an effective strategy for accomplishing objectives that will overall performance and efficiency. Develops technical/functional architectures and functional specifications. Provides expertise and assistance in state-of-the-art software and hardware or area of specialization. Analyzes user needs to determine functional and crossfunctional requirements. Performs functional allocation to identify required tasks and their interrelationships. Identifies resources required for each task. Provides technical/manageme nt leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that technical	

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (vears) experience may be substituted for a Master Degree.

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Functional Responsibility/Position	MINIMUM EDUCATION/ CERTIFICATION	MINIMUM YEARS	Knowledge/Skill Description
Assists management in ne operation of networks and/or security systems. Must stay current with latest developments in network, security, and other LAN technology. Assists with hardware and software trouble shooting for the AN/WAN. Assists in the peration of all eMail and Client/Server software and network operations. Assists with designing ruality metric disciplines. Assists with the analyzing, evaluation, and testing of software/hardware problems and submits indings to management officials. Assists with troubleshooting intrasystem telecommunications and/or security. Resolves hardware provides training in the use of automation equipment for the office. Maintains inventory of all data center equipment and supplies. Submits recommendations	Bachelor's Degree in a related field.	3 Years	requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others. Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.
	Functional esponsibility/Position Description Assists management in the operation of networks and/or security systems. Must stay current with latest developments in the network, security, and other LAN technology. Assists with hardware and software trouble shooting for the AN/WAN. Assists in the peration of all eMail and Client/Server software and network operations. Assists with designing the problems and submits and testing of software/hardware problems and submits indings to management officials. Assists with troubleshooting intra- system telecommunications and/or security. Resolves hardware problems. Schedules or provides training in the use of automation and data center equipment and supplies. Submits	Assists management in the operation of networks and/or security systems. Must stay current with latest developments in network, security, and other LAN technology. Assists with hardware and software trouble shooting for the AN/WAN. Assists in the oration of all eMail and Client/Server software and network operations. Assists with designing uality metric disciplines. Assists with the analyzing, evaluation, and testing of software/hardware problems and submits indings to management officials. Assists with troubleshooting intrasystem telecommunications and/or security. Resolves hardware problems. Schedules or provides training in the use of automation quipment for the office. Maintains inventory of all data center equipment and supplies. Submits	esponsibility/Position Description Assists management in the operation of networks and or security, and other LAN technology. Assists with hardware and software trouble shooting for the AN/WAN. Assists in the operation of all eMail and Client/Server software mod network operations. Assists with designing uality metric disciplines. Assists with the analyzing, evaluation, and testing of software/hardware problems and submits indings to management officials. Assists with troubleshooting intrasystem telecommunications and/or security. Resolves hardware problems. Schedules or orrovides training in the use of automation equipment for the office. International content of the propose of automation of all epidemiological provides training in the use of automation equipment for the office. International content of all data center equipment and supplies. Submits

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Experience Substitution For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six

For all labor Cate	For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.					
SERVICE (e.g. Job	Functional Responsibility/Position	MINIMUM EDUCATION/ CERTIFICATION	MINIMUM YEARS	Knowledge/Skill		
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description		
Title/Task)	identification of supplies,		OI EXI ENIENCE	Description		
	equipment and furniture.					
	Schedules or performs					
	the repair and/or					
	replacement of defective					
	information technology					
	equipment.					
Network Manager III	Assists management in	Bachelor's	5 Years	Possesses and		
	the operation of networks	Degree in a		applies a .		
	and/or security systems.	related field.		comprehensive		
	Must stay current with latest developments in			knowledge across key tasks and high		
	network, security, and			impact assignments.		
	other LAN technology.			Plans and leads		
	Assists with hardware			major technology		
	and software trouble			assignments.		
	shooting for the			Evaluates		
	LAN/WAN. Assists in the			performance results		
	operation of all eMail and			and recommends		
	Client/Server software			major changes		
	and network operations.			affecting short-term		
	Assists with designing			project growth and success. Functions		
	quality metric disciplines. Assists with the			as a technical expert		
	analyzing, evaluation,			across multiple		
	and testing of			project assignments.		
	software/hardware			May supervise		
	problems and submits			others.		
	findings to management					
	officials. Assists with					
	troubleshooting intra-					
	system telecommunications					
	and/or security.					
	Resolves hardware					
	problems. Schedules or					
	provides training in the					
	use of automation					
	equipment for the office.					
	Maintains inventory of all					
	data center equipment					
	and supplies. Submits recommendations					
	relative to the					
	identification of supplies,					
	equipment and furniture.					
	Schedules or performs					
	the repair and/or					
	replacement of defective					

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (vears) experience may be substituted for a Master Degree.

. c. a.i iasoi date			(years) experience may be substituted for a Master Degree.					
SERVICE	Functional	MINIMUM EDUCATION/						
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill				
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description				
- Imo, raon,	information technology		01 24 21 21 21 21 21 21 21 21 21 21 21 21 21	2000p				
	equipment.							
Network Manager IV	Assists management in	Bachelor's	7 Years	Provides				
- retirementager re	the operation of networks	Degree in a		technical/manageme				
	and/or security systems.	related field.		nt leadership on				
	Must stay current with			major tasks or				
	latest developments in			technology				
	network, security, and			assignments.				
	other LAN technology. Assists with hardware			Establishes goals				
				and plans that meet				
	and software trouble shooting for the			project objectives. Has domain and				
	LAN/WAN. Assists in the			expert technical				
	operation of all eMail and			knowledge. Directs				
	Client/Server software			and controls				
	and network operations.			activities for a client,				
	Assists with designing			having overall				
	quality metric disciplines.			responsibility for				
	Assists with the			financial				
	analyzing, evaluation, and testing of			management, methods, and				
	software/hardware			staffing to ensure				
	problems and submits			that technical				
	findings to management			requirements are				
	officials. Assists with			met. Interactions				
	troubleshooting intra-			involve client				
	system			negotiations and				
	telecommunications			interfacing with				
	and/or security.			senior management.				
Eshama 2020	Resolves hardware			Decision making and				

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

Tor all labor oate	For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.				
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description	
	problems. Schedules or provides training in the use of automation equipment for the office. Maintains inventory of all data center equipment and supplies. Submits recommendations relative to the identification of supplies, equipment and furniture. Schedules or performs the repair and/or replacement of defective information technology equipment.			domain knowledge may have a critical impact on overall project implementation. Acts as a senior consultant in complex or mission critical client requirements. Develops, modifies, and applies computer modeling and programming applications to analyze and solve mathematical and scientific problems affecting system and program performance. Participates in all phases of scientific and engineering projects such as research, design, development, testing, modeling, simulating, training, and documentation. May supervise others.	
Network Specialist II	Responsible for the development and maintenance of local area, wide area, and intra-networks, including hardware and software systems required to support facility operations. Establishes related practices and standards to conform to the customer's overall information systems policies, goals, and procedures. Studies and projects resource requirements, including personnel, software, equipment, and facilities;	Bachelor's Degree in a related field.	3 Years	Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and	

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Experience Substitution For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree. **MINIMUM SERVICE Functional EDUCATION/** (e.g. Job Responsibility/Position **CERTIFICATION MINIMUM YEARS** Knowledge/Skill Title/Task) **Description OF EXPERIENCE** Description LEVEL makes recommendations performance metrics to management. where applicable. Maintains currency in new developments and technology. Provides for training of customer staff and end users. Responsible for the Bachelor's 5 Years Possesses and Network Specialist development and Degree in a applies a maintenance of local related field. comprehensive area, wide area, and knowledge across intra-networks, including key tasks and high hardware and software impact assignments. systems required to Plans and leads support facility major technology operations. Establishes assignments. related practices and Evaluates standards to conform to performance results the customer's overall and recommends information systems major changes policies, goals, and affecting short-term procedures. Studies and project growth and projects resource success. Functions requirements, including as a technical expert personnel, software, across multiple project assignments. equipment, and facilities; May supervise makes recommendations to management. others. Maintains currency in new developments and

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technology. Provides for training of customer staff and end users.

Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (vears) experience may be substituted for a Master Degree.

(years) experience may be substituted for a Master Degree.				
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description
Systems Administrator III	Performs daily activities including configuration and operation of business systems that may be mainframe, mini, or client/server based. Optimizes system operation and resource utilization, and performs system capacity analysis. Provides assistance to users in accessing and using business systems.	Bachelor's Degree in a related field.	5 Years	Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.
Systems Engineer II	Provides analysis and engineering services related to the design, development, and integration and maintenance of hardware, software, man-machine interfaces and all system level requirements to provide an integrated IT solution. Develops integrated system test requirement, strategies, devices and systems. May direct system level testing. This involves the establishment of an engineering and/operational frameworks for new systems ranging from conducting feasibility studies to postimplementation evaluation and maintenance. Systems Engineers also provide top level support for	Bachelor's Degree in a related field.	3 Years	Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.

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Experience Substitution For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree. MINIMI IM

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.					
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description	
	internal systems and software.				
Program Manager II	Responsible for programs or significant segment of a complex hardware, software and/or systems integration programs. Leads team on programs or significant segment of complex information technology programs. Translate customer requirements into formal agreements and plans to culminate in customer acceptance of results or have acceptance in the targeted market, while meeting business objectives. Works with client to identify business requirements and develops the proposal. Subsequently leads a team in the initiating, planning, controlling, executing, and closing tasks of a program or segment of a program to produce the solution deliverable. Executes a wide range of process activities beginning with the request for proposal through development, test and final delivery. Formulates partnerships between customer, suppliers and staff. Anticipates potential program related problems. Utilizes refined techniques for identifying, eliminating or mitigating solution, program and business risk. Understands	Bachelor's Degree in a related field.	3 Years	Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (vears) experience may be substituted for a Master Degree.

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.				
		MINIMUM		
SERVICE	Functional	EDUCATION/		
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description
	customer, industry and			
	business trends. Applies			
	this understanding to			
	meet program objectives. Analyzes information and			
	situations and implement			
	actions, independently			
	and or through the			
	management team to			
	ensure information			
	technology program			
	objectives are			
	met. Analyzes new and			
	complex program related			
	problems and creates			
	innovative solutions			
	involving finance,			
	scheduling, technology,			
	methodology, tools, and			
Program Manager III	solution components. Responsible for	Bachelor's	5 Years	Possesses and
r rogram wanager m	programs or significant	Degree in a	J Tears	applies a
	segment of a complex	related field.		comprehensive
	hardware, software			knowledge across
	and/or systems			key tasks and high
	integration			impact assignments.
	programs. Leads team			Plans and leads
	on programs or			major technology
	significant segment of			assignments.
	complex information			Evaluates
	technology programs. Translate			performance results and recommends
	customer requirements			major changes
	into formal agreements			affecting short-term
	and plans to culminate in			project growth and
	customer acceptance of			success. Functions
	results or have			as a technical expert
	acceptance in the			across multiple
	targeted market, while			project assignments.
	meeting business			May supervise
	objectives. Works with			others.
	client to identify business			
	requirements and			
	develops the proposal. Subsequently leads a			
	team in the initiating,			
	planning, controlling,			
	executing, and closing			
	tasks of a program or			
	segment of a program to			
	produce the solution			

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

(years) experience may be substituted for a Master Degree.				
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description
little/Task)	deliverable. Executes a wide range of process activities beginning with the request for proposal through development, test and final delivery. Formulates partnerships between customer, suppliers and staff. Anticipates potential program related problems. Utilizes refined techniques for identifying, eliminating or mitigating solution, program and business risk. Understands customer, industry and business trends. Applies this understanding to meet program objectives. Analyzes information and situations and implement actions, independently and or through the management team to ensure information technology program objectives are met. Analyzes new and complex program related problems and creates innovative solutions involving finance, scheduling, technology,	LEVEL	OF EXPERIENCE	Description
Project Manager II	methodology, tools, and solution components. Responsible for all	Bachelor's	3 Years	Possesses and
	aspects of a project (e.g., technical (hardware, software and/or systems integration), contractual, administrative, financial). Represents the Company and interfaces with the customer to ensure conformity to contractual obligations. Maintains technical (hardware, software and/or systems	Degree in a related field.		applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (vears) experience may be substituted for a Master Degree.

	gories four (4) years of exp (years) experience ma			or angree and one
		MINIMUM		
SERVICE	Functional	EDUCATION/		
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description
	integration) and financial			presenting solutions
	reports to show progress			to problems.
	of projects to Company			Contributes to
	management and the			deliverables and
	customer; organizes all			performance metrics where applicable.
	Information Technology project work and assigns			wnere арріісаріе.
	responsibilities to			
	subordinates; provides			
	quality assurance for all			
	information technology			
	project activity; and			
	oversees the successful			
	completion of all			
	assigned tasks.			
Applications	Formulates/defines	Associate's	1 Year	Applies fundamental
Systems Analyst I	application/system scope	Degree in a		concepts,
'	and objectives. Devises	related field.		processes,
	or modifies procedures to			practices, and
	solve complex problems			procedures on
	considering computer			technical
	equipment capacity and			assignments.
	limitations, operating			Performs work that
	time, and form of desired			requires practical
	results. Prepares			experience and
	detailed specifications for			training. Work is
	programs and/or			performed under
	systems. Assists in the			supervision.
	design, development,			
	testing, implementation,			
	and documentation of			
	new software and			
	enhancements of			
	existing applications. Works with project			
	managers, developers,			
	and end users to ensure			
	application/system			
	designs meet business			
	requirements.			
	Formulates/defines			
	specifications for			
	complex			
	applications/systems			
	using engineering			
	releases and utilities			
	from the manufacturer.			
	Designs, codes, tests,			
	debugs, and documents			
	applications and			
	systems. May provides			

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

	gories four (4) years of exp (years) experience may			or acgree and em
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description
Applications Systems Analyst II	overall operating system support, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical/scientific software packages. Assists all phases of systems programming and analysis. Evaluates new and existing system, hardware and/or software products. Formulates/defines application/system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications for programs and/or systems. Assists in the design, development, testing, implementation, and documentation of new software and enhancements of existing applications. Works with project managers, developers, and end users to ensure application/system designs meet business requirements. Formulates/defines specifications for complex applications/systems using engineering releases and utilities from the manufacturer. Designs, codes, tests,	Bachelor's Degree in a related field.	3 Years	Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.
	limitations, operating time, and form of desired results. Prepares detailed specifications for programs and/or systems. Assists in the design, development, testing, implementation, and documentation of new software and enhancements of existing applications. Works with project managers, developers, and end users to ensure application/system designs meet business requirements. Formulates/defines specifications for complex applications/systems using engineering releases and utilities from the manufacturer.			and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metric

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

Tor air labor Gate	For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.				
		MINIMUM			
SERVICE	Functional	EDUCATION/			
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill	
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description	
	applications and				
	systems. May provides				
	overall operating system				
	support, such as				
	sophisticated file				
	maintenance routines,				
	large				
	telecommunications				
	networks, computer				
	accounting, and				
	advanced mathematical/scientific				
	software packages. Assists all phases of				
	systems programming				
	and analysis. Evaluates				
	new and existing system,				
	hardware and/or				
	software products.				
Applications	Formulates/defines	Bachelor's	5 Years	Possesses and	
Systems Analyst III	application/system scope	Degree in a		applies a	
3,222	and objectives. Devises	related field.		comprehensive	
	or modifies procedures to			knowledge across	
	solve complex problems			key tasks and high	
	considering computer			impact assignments.	
	equipment capacity and			Plans and leads	
	limitations, operating			major technology	
	time, and form of desired			assignments.	
	results. Prepares			Evaluates	
	detailed specifications for			performance results	
	programs and/or			and recommends	
	systems. Assists in the			major changes	
	design, development, testing, implementation,			affecting short-term	
	and documentation of			project growth and success. Functions	
	new software and			as a technical expert	
	enhancements of			across multiple	
	existing applications.			project assignments.	
	Works with project			May supervise	
	managers, developers,			others.	
	and end users to ensure				
	application/system				
	designs meet business				
	requirements.				
	Formulates/defines				
	specifications for				
	complex				
	applications/systems				
	using engineering				
	releases and utilities				
	from the manufacturer.				

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

	gories four (4) years of exp (years) experience may			or angree and on
		MINIMUM		
SERVICE	Functional	EDUCATION/		
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description
	Designs, codes, tests,			
	debugs, and documents			
	applications and systems. May provides			
	overall operating system			
	support, such as			
	sophisticated file			
	maintenance routines,			
	large			
	telecommunications			
	networks, computer			
	accounting, and			
	advanced			
	mathematical/scientific			
	software packages.			
	Assists all phases of			
	systems programming			
	and analysis. Evaluates			
	new and existing system, hardware and/or			
	software products.			
Computer	Designs, develops,	Bachelor's	7 Years	Provides
Programmer IV	enhances, debugs, and	Degree in a	7 70010	technical/manageme
	implements software.	related field.		nt leadership on
	Troubleshoots problems			major tasks or
	related to software			technology
	applications.			assignments.
	Researches, tests,			Establishes goals
	builds, and coordinates			and plans that meet
	the conversion and/or			project objectives.
	integration of new			Has domain and
	products based on client			expert technical
	requirements. Designs			knowledge. Directs and controls
	and develops new			activities for a client,
	1			
	_			
	compatibility, and			methods, and
	multiple platforms.			staffing to ensure
	Consults with project			that technical
				requirements are
				•
	•			
				•
	multiple platforms.			having overall responsibility for financial management, methods, and staffing to ensure that technical

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

	gories four (4) years of exp (years) experience may			or acgree and em
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description
	packages, application integration and testing tools. Resolves problems with software and responds to suggestions for improvements and enhancements. Participates in development of software user manuals.			impact on overall project implementation. Acts as a senior consultant in complex or mission critical client requirements. Develops, modifies, and applies computer modeling and programming applications to analyze and solve mathematical and scientific problems affecting system and program performance. Participates in all phases of scientific and engineering projects such as research, design, development, testing, modeling, simulating, training, and documentation. May supervise others.
Systems Analyst I	Formulates/defines system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications for systems and/or programs. Assists in the design, development, testing, implementation, and documentation of new software and enhancements of existing applications. Works with project managers, developers,	Associate's Degree in a related field.	1 Year	Applies fundamental concepts, processes, practices, and procedures on technical assignments. Performs work that requires practical experience and training. Work is performed under supervision.

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	Expe	rience Substitution	1		
For all labor Ca	or all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six				
(years) experience may be substituted for a Master Degree. MINIMUM					
SERVICE	Functional	EDUCATION/			
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skil	
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description	
•	and end users to ensure			•	
	system designs meet				
	business requirements.				
	Formulates/defines				
	specifications for				
	complex systems using				
	engineering releases and				
	utilities from the				
	manufacturer. Designs,				
	codes, tests, debugs,				
	and documents				
	programs and systems.				
	Provides overall				
	operating system				
	support, such as				
	sophisticated file				
	maintenance routines,				
	large				
	telecommunications				
	networks, computer				
	accounting, and				
	advanced				
	mathematical/scientific				
	_	1		ı	

software packages. Evaluates new and existing system, hardware and/or software products.

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

(years) experience may be substituted for a Master Degree.					
SERVICE (e.g. Job	Functional Responsibility/Position	MINIMUM EDUCATION/ CERTIFICATION	MINIMUM YEARS	Knowledge/Skill	
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description	
Systems Analyst II	Formulates/defines	Bachelor's	3 Years	Possesses and	
	system scope and	Degree in a		applies expertise on	
	objectives. Devises or	related field.		multiple complex	
	modifies procedures to			work assignments.	
	solve complex problems			Assignments may be	
	considering computer			broad in nature,	
	equipment capacity and limitations, operating			requiring originality and innovation in	
	time, and form of desired			determining how to	
	results. Prepares			accomplish tasks.	
	detailed specifications for			Operates with	
	systems and/or			appreciable latitude	
	programs. Assists in the			in developing	
	design, development,			methodology and	
	testing, implementation,			presenting solutions	
	and documentation of			to problems.	
	new software and			Contributes to	
	enhancements of existing applications.			deliverables and performance metrics	
	Works with project			where applicable.	
	managers, developers,			where аррисавіс.	
	and end users to ensure				
	system designs meet				
	business requirements.				
	Formulates/defines				
	specifications for				
	complex systems using				
	engineering releases and				
	utilities from the manufacturer. Designs,				
	codes, tests, debugs,				
	and documents				
	programs and systems.				
	Provides overall				
	operating system				
	support, such as				
	sophisticated file				
	maintenance routines,				
	large telecommunications				
	networks, computer				
	accounting, and				
	advanced				
	mathematical/scientific				
	software packages.				
	Evaluates new and				
	existing system,				
	hardware and/or				
	software products.				

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.					
		MINIMUM			
SERVICE	Functional	EDUCATION/			
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill	
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description	
Systems Analyst III	Formulates/defines	Bachelor's	5 Years	Possesses and	
	system scope and	Degree in a		applies a	
	objectives. Devises or	related field.		comprehensive	
	modifies procedures to			knowledge across	
	solve complex problems			key tasks and high	
	considering computer			impact assignments.	
	equipment capacity and			Plans and leads	
	limitations, operating			major technology	
	time, and form of desired			assignments.	
	results. Prepares			Evaluates	
	detailed specifications for			performance results	
	systems and/or			and recommends	
	programs. Assists in the			major changes	
	design, development,			affecting short-term	
	testing, implementation,			project growth and	
	and documentation of			success. Functions	
	new software and			as a technical expert	
	enhancements of existing applications.			across multiple project assignments.	
	Works with project			May supervise	
	managers, developers,			others.	
	and end users to ensure			ouners.	
	system designs meet				
	business requirements.				
	Formulates/defines				
	specifications for				
	complex systems using				
	engineering releases and				
	utilities from the				
	manufacturer. Designs,				
	codes, tests, debugs,				
	and documents				
	programs and systems.				
	Provides overall				
	operating system				
	support, such as				
	sophisticated file				
	maintenance routines,				
	large telecommunications				
	networks, computer				
	accounting, and				
	accounting, and advanced				
	mathematical/scientific				
	software packages.				
	Evaluates new and				
	existing system,				
	hardware and/or				
	software products.				

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Experience Substitution For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

FOI all labor Gate	gories four (4) years of exp (years) experience may			ior degree and six
		MINIMUM		
SERVICE	Functional	EDUCATION/		
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description
Systems Analyst IV	Formulates/defines	Bachelor's	7 Years	Provides
	system scope and	Degree in a		technical/manageme
	objectives. Devises or	related field.		nt leadership on
	modifies procedures to			major tasks or
	solve complex problems			technology
	considering computer			assignments.
	equipment capacity and			Establishes goals
	limitations, operating			and plans that meet
	time, and form of desired			project objectives.
	results. Prepares			Has domain and
	detailed specifications for			expert technical
	systems and/or programs. Assists in the			knowledge. Directs and controls
	design, development,			activities for a client,
	testing, implementation,			having overall
	and documentation of			responsibility for
	new software and			financial
	enhancements of			management,
	existing applications.			methods, and
	Works with project			staffing to ensure
	managers, developers,			that technical
	and end users to ensure			requirements are
	system designs meet			met. Interactions
	business requirements.			involve client
	Formulates/defines			negotiations and
	specifications for			interfacing with
	complex systems using			senior management.
	engineering releases and			Decision making and
	utilities from the			domain knowledge
	manufacturer. Designs,			may have a critical
	codes, tests, debugs, and documents			impact on overall
	programs and systems.			project implementation.
	Provides overall			Acts as a senior
	operating system			consultant in
	support, such as			complex or mission
	sophisticated file			critical client
	maintenance routines,			requirements.
	large			Develops, modifies,
	telecommunications			and applies
	networks, computer			computer modeling
	accounting, and			and programming
	advanced			applications to
	mathematical/scientific			analyze and solve
	software packages.			mathematical and
	Evaluates new and			scientific problems
	existing system,			affecting system and
	hardware and/or			program
	software products.			performance.
				Participates in all
	1			phases of scientific

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

(years) experience may be substituted for a Master Degree.					
SERVICE	Functional	MINIMUM EDUCATION/			
(e.g. Job Title/Task)	Responsibility/Position	CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill	
TILLE/TASK)	Description	LEVEL	OF EXPERIENCE	Description and engineering	
				projects such as	
				research, design,	
				development,	
				testing, modeling,	
				simulating, training,	
				and documentation.	
				May supervise	
				others.	
Systems Analyst V	Formulates/defines	Bachelor's	10 Years	Performs expert,	
	system scope and	Degree in a		independent	
	objectives. Devises or	related field.		services and	
	modifies procedures to			leadership in	
	solve complex problems			specialized	
	considering computer			technical/functional	
	equipment capacity and			areas (e.g.,	
	limitations, operating			Contingency and	
	time, and form of desired			Disaster Recovery,	
	results. Prepares			Business Process	
	detailed specifications for systems and/or			Reengineering).	
	programs. Assists in the			Conducts high-level systems analysis of	
	design, development,			functional area and	
	testing, implementation,			formulates an	
	and documentation of			effective strategy for	
	new software and			accomplishing	
	enhancements of			objectives that will	
	existing applications.			overall performance	
	Works with project			and efficiency.	
	managers, developers,			Develops	
	and end users to ensure			technical/functional	
	system designs meet			architectures and	
	business requirements.			functional	
	Formulates/defines			specifications.	
	specifications for			Provides expertise	
	complex systems using			and assistance in	
	engineering releases and			state-of-the-art	
	utilities from the			software and hardware or area of	
	manufacturer. Designs, codes, tests, debugs,			specialization.	
	and documents			Analyzes user needs	
	programs and systems.			to determine	
	Provides overall			functional and cross-	
	operating system			functional	
	support, such as			requirements.	
	sophisticated file			Performs functional	
	maintenance routines,			allocation to identify	
	large			required tasks and	
	telecommunications			their	
	networks, computer			interrelationships.	
	accounting, and			Identifies resources	

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (vears) experience may be substituted for a Master Degree.

	gories four (4) years of exp (years) experience ma	-		.o. aog.co ana em
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description
Access 9 Linekiller	advanced mathematical/scientific software packages. Evaluates new and existing system, hardware and/or software products.	Doobolodo	2 Vaara	required for each task. Provides technical/manageme nt leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.
Access & Usability Engineer Analyst II	Plan, conduct, and follow through to completion analyses and evaluations of various information technology systems, platforms, or architectures across the organization's enterprise. Lead or plan and perform IV&V testing and recommendations for remediation of problems with the constituent and interrelated system components. Research	Bachelor's Degree in a related field.	3 Years	Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions

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Experience Substitution For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six

For all labor Cate	For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.				
	(years) experience may	MINIMUM	a master Degrees		
SERVICE	Functional	EDUCATION/			
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill	
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description	
Thio, Tuenty	and plan ahead for the		01 2/4 214121402	to problems.	
	selection of assistive			Contributes to	
	technology (AT) and			deliverables and	
	automated validation and			performance metrics	
	system-wide monitoring			where applicable.	
	tools and for their			ттого аррпоавтог	
	integration and adoption				
	into the system or				
	enterprise architecture.				
	Monitor advances in IT,				
	AT, and related customer				
	needs, and plan, project				
	future needs and				
	possible solutions,				
	advise, and act				
	accordingly, including				
	communicating with and				
	making				
	recommendations.				
	Employ knowledge of				
	enterprise architecture,				
	accessibility and usability				
	standards, and of the				
	individual behaviors and				
	interoperability between				
	the given AT and system				
	and subsystem hardware				
	and software				
	components when				
	planning and performing				
	these analyses and				
	evaluations and making				
	recommendations and				
	projections. Document				
	plans, analyses,				
	evaluation results,				
	recommendations, and				
	projections, for record				
	keeping and customers.				
	Lead or install, configure,				
	test, and troubleshoot				
	problems with required				
	hardware or software.				
	Throughout this process,				
	educate customers and				
	ensure quality customer service and				
	conformance.			l	

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

MINIMUM

(years) experience may be substituted for a Master Degree.					
SERVICE (e.g. Job	Functional Responsibility/Position	MINIMUM EDUCATION/ CERTIFICATION	MINIMUM YEARS	Knowledge/Skill	
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description	
Access & Usability Test Engineer II	Plan, conduct, and follow through to completion analyses and evaluations of, including IV&V testing and recommendations for remediation of problems with, webbased and non-webbased software and content. Select assistive technology (AT) or automated validation tools, and employ them in the analyses and evaluations. Employ knowledge of accessibility and usability standards and of the individual behaviors and interoperability between the given AT and computer hardware and software when planning and performing these analyses and evaluations and making recommendations. Document plans, analyses, evaluation results, and recommendations, for record keeping and customers. Install, configure, test, and troubleshoot problems with required hardware or software. Throughout this process, educate customers and ensure quality customer service and conformance.	Bachelor's Degree in a related field.	3 Years	Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

	(years) experience may be substituted for a Master Degree.					
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description		
Quality Assurance Specialist II	Provides development of project Software Quality Assurance Plan and the implementation of procedures that conforms to the requirements of the contract. Provides an independent assessment of how the project's systems/software development process is being implemented relative to the defined process and recommends methods to optimize the organization's process. May be responsible for all activities involving quality assurance and compliance with applicable regulatory requirements. Conducts audits and reviews/analyzes data and documentation. Develops and implements procedures and test plans for assuring quality in a system development environment which supports large databases and applications.	Bachelor's Degree in a related field.	3 Years	Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.		
Test Engineer I	Evaluates, recommends, and implements automated test tools and strategies. Designs, implements, and conducts test and evaluation procedures to ensure system requirements are met. Develops, maintains, and upgrades automated test scripts and architectures for application products. Also writes, implements, and reports status for system test cases for	Associate's Degree in a related field.	1 Year	Applies fundamental concepts, processes, practices, and procedures on technical assignments. Performs work that requires practical experience and training. Work is performed under supervision.		

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

	(years) experience may		a maeter 2 cg/ cer	
		MINIMUM		
SERVICE	Functional	EDUCATION/		
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description
	testing. Analyzes test			
	cases and provides			
	regular progress reports.			
	Serves as subject matter			
	specialist providing			
	testing know-how for the			
	support of user			
	requirements of complex			
	to highly complex			
	software/hardware			
	applications. Directs			
	and/or participates in all			
	phases of risk			
	management			
	assessments and			
	software/hardware			
	development with			
	emphasis on analysis of			
	user requirements, test			
	design and test tools			
	selection.			

Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

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SERVICES PRICELIST SIN 54151S (OLD SIN 132-51)

SIN	Labor Category	GSA PRICE + IFF Feb 27, 2017 - Feb 26, 2018	GSA PRICE + IFF Feb 27, 2018 - Feb 26, 2019	GSA PRICE + IFF Feb 27, 2019 - Feb 26, 2020	GSA PRICE + IFF Feb 27, 2020 - Feb 26, 2021	GSA PRICE + IFF Feb 27, 2021 - Feb 26, 2022
54151S (OLD 132-51)	Financial Analyst II	\$ 94.07	\$ 95.95	\$ 97.87	\$ 99.83	\$ 101.83
54151S (OLD 132-51)	Configuration Management Specialist II	\$ 100.75	\$ 102.76	\$ 104.82	\$ 106.91	\$ 109.05
54151S (OLD 132-51)	Configuration Management Specialist III	\$ 116.09	\$ 118.41	\$ 120.78	\$ 123.19	\$ 125.66
54151S (OLD 132-51)	Subject Matter Expert I	\$ 125.69	\$ 128.21	\$ 130.77	\$ 133.39	\$ 136.05
54151S (OLD 132-51)	Subject Matter Expert II	\$ 136.14	\$ 138.86	\$ 141.64	\$ 144.47	\$ 147.36
54151S (OLD 132-51)	Subject Matter Expert III	\$ 145.15	\$ 148.06	\$ 151.02	\$ 154.04	\$ 157.12
54151S (OLD 132-51)	Subject Matter Expert IV	\$ 151.19	\$ 154.22	\$ 157.30	\$ 160.45	\$ 163.66
54151S (OLD 132-51)	Computer Operator II	\$ 53.44	\$ 54.51	\$ 55.60	\$ 56.71	\$ 57.84
54151S (OLD 132-51)	Computer Security Analyst II	\$ 112.45	\$ 114.70	\$ 116.99	\$ 119.33	\$ 121.72
54151S (OLD 132-51)	Information Assurance/Security Specialist II	\$ 110.87	\$ 113.08	\$ 115.35	\$ 117.65	\$ 120.01
54151S (OLD 132-51)	Information Assurance/Security Specialist III	\$ 125.83	\$ 128.34	\$ 130.91	\$ 133.53	\$ 136.20
54151S (OLD 132-51)	Information Specialist II	\$ 116.74	\$ 119.07	\$ 121.46	\$ 123.88	\$ 126.36
54151S (OLD 132-51)	IT Analyst II	\$ 128.38	\$ 130.95	\$ 133.57	\$ 136.24	\$ 138.96
54151S (OLD 132-51)	IT Analyst III	\$ 135.68	\$ 138.39	\$ 141.16	\$ 143.99	\$ 146.87
54151S (OLD 132-51)	IT Analyst V	\$ 180.85	\$ 184.47	\$ 188.16	\$ 191.92	\$ 195.76
54151S (OLD 132-51)	Network Architect I	\$ 105.44	\$ 107.55	\$ 109.70	\$ 111.90	\$ 114.13
54151S (OLD 132-51)	Network Architect III	\$ 127.46	\$ 130.01	\$ 132.61	\$ 135.26	\$ 137.97
54151S (OLD 132-51)	Network Architect IV	\$ 134.90	\$ 137.60	\$ 140.35	\$ 143.16	\$ 146.02
54151S (OLD 132-51)	Network Architect V	\$ 161.99	\$ 165.23	\$ 168.54	\$ 171.91	\$ 175.34
54151S (OLD 132-51)	Network Manager II	\$ 116.65	\$ 118.98	\$ 121.36	\$ 123.79	\$ 126.27
54151S (OLD 132-51)	Network Manager III	\$ 122.66	\$ 125.12	\$ 127.62	\$ 130.17	\$ 132.77
54151S (OLD 132-51)	Network Manager IV	\$ 131.18	\$ 133.80	\$ 136.48	\$ 139.21	\$ 141.99
54151S (OLD 132-51)	Network Specialist II	\$ 87.85	\$ 89.61	\$ 91.40	\$ 93.23	\$ 95.10
54151S (OLD 132-51)	Network Specialist III	\$ 98.16	\$ 100.12	\$ 102.12	\$ 104.17	\$ 106.25
54151S (OLD 132-51)	Systems Administrator III	\$ 83.61	\$ 85.28	\$ 86.99	\$ 88.73	\$ 90.50
54151S (OLD 132-51)	Systems Engineer II	\$ 110.03	\$ 112.23	\$ 114.47	\$ 116.76	\$ 119.10
54151S (OLD 132-51)	Program Manager II	\$ 145.65	\$ 148.56	\$ 151.53	\$ 154.56	\$ 157.66
54151S (OLD 132-51)	Program Manager III	\$ 169.79	\$ 173.19	\$ 176.65	\$ 180.18	\$ 183.79
54151S (OLD 132-51)	Project Manager II	\$ 145.89	\$ 148.81	\$ 151.79	\$ 154.82	\$ 157.92

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54151S (OLD 132-51)	Applications Systems Analyst I	\$ 82.70	\$ 84.35	\$ 86.04	\$ 87.76	\$ 89.52
54151S (OLD 132-51)	Applications Systems Analyst II	\$ 90.11	\$ 91.91	\$ 93.75	\$ 95.63	\$ 97.54
54151S (OLD 132-51)	Applications Systems Analyst III	\$ 107.32	\$ 109.46	\$ 111.65	\$ 113.88	\$ 116.16
54151S (OLD 132-51)	Computer Programmer IV	\$ 135.37	\$ 138.07	\$ 140.83	\$ 143.65	\$ 146.52
54151S (OLD 132-51)	Systems Analyst I	\$ 66.79	\$ 68.12	\$ 69.49	\$ 70.88	\$ 72.29
54151S (OLD 132-51)	Systems Analyst II	\$ 74.01	\$ 75.49	\$ 76.99	\$ 78.53	\$ 80.11
54151S (OLD 132-51)	Systems Analyst III	\$ 78.90	\$ 80.48	\$ 82.09	\$ 83.73	\$ 85.40
54151S (OLD 132-51)	Systems Analyst IV	\$ 84.57	\$ 86.26	\$ 87.99	\$ 89.75	\$ 91.54
54151S (OLD 132-51)	Systems Analyst V	\$ 98.11	\$ 100.07	\$ 102.07	\$ 104.12	\$ 106.20
54151S (OLD 132-51)	Access & Usability Engineer Analyst II	\$ 98.11	\$ 100.07	\$ 102.07	\$ 104.12	\$ 106.20
54151S (OLD 132-51)	Access & Usability Test Engineer II	\$ 103.50	\$ 105.57	\$ 107.68	\$ 109.83	\$ 112.03
54151S (OLD 132-51)	Quality Assurance Specialist II	\$ 90.81	\$ 92.62	\$ 94.47	\$ 96.36	\$ 98.29
54151S (OLD 132-51)	Test Engineer I	\$ 80.66	\$ 82.27	\$ 83.92	\$ 85.59	\$ 87.31

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TERMS AND CONDITIONS APPLICABLE TO HIGHLY ADAPTIVE CYBERSECURITY SERVICES (HACS) (SPECIAL ITEM NUMBER 54151HACS)

(OLD SIN 132-45)

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

- Federal Acquisition Regulation (FAR) Part 52.204-21
- 0MB Memorandum M-06-19 Reporting Incidents Involving Personally Identifiable Information and Incorporating the Cost for Security in Agency Information Technology Investments
- 0MB Memorandum M -07-16 Safeguarding Against and Responding to the Breach of Personally Identifiable Information
- 0MB Memorandum M-16-03 Fiscal Year 2015-2016 Guidance on Federal Information Security and Privacy Management Requirements
- 0MB Memorandum M-16-04 Cybersecurity Implementation Plan (CSIP) for Federal Civilian Government
- The Cybersecurity National Action Plan (CNAP)
- NIST SP 800-14 Generally Accepted Principles and Practices for Securing Information Technology Systems
- **NIST SP 800-27A** Engineering Principles for Information Technology Security (A Baseline for Achieving Security)
- NIST SP 800-30 Guide for Conducting Risk Assessments
- NIST SP 800-35 Guide to Information Technology Security Services
- NIST SP 800-37 Guide for Applying the Risk Management Framework to Federal Information Systems: A Security Life Cycle Approach
- NIST SP 800-39 Managing Information Security Risk: Organization, Mission, and Information System View
- NIST SP 800-44 Guidelines on Securing Public Web Servers
- NIST SP 800-48 Guide to Securing Legacy IEEE 802.11 Wireless Networks
- NIST SP 800-53 Security and Privacy Controls for Federal Information Systems and Organizations
- NIST SP 800-61 Computer Security Incident Handling Guide
- NIST SP 800-64 Security Considerations in the System Development Life Cycle
- NIST SP 800-82 Guide to Industrial Control Systems (ICS) Security
- NIST SP 800-86 Guide to Integrating Forensic Techniques into Incident Response
- NIST SP 800-115 Technical Guide to Information Security Testing and Assessment
- NIST SP 800-128 Guide for Security-Focused Configuration Management Information Systems
- NIST SP 800-137 Information Security Continuous Monitoring (ISCM) for Federal Information Systems and Organizations
- NIST SP 800-153 Guidelines for Securing Wireless Local Area Networks (WLANs)
- NIST SP 800-171 Protecting Controlled Unclassified Information in non-federal Information Systems and Organizations

****NOTE: All non-professional labor categories must be incidental to, and used solely to support Highly Adaptive Cybersecurity Services, and cannot be purchased separately.

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

1. SCOPE

- a. The labor categories, prices, terms and conditions stated under Special Item Numbers 54151HACS 54151HACS Highly Adaptive Cybersecurity Services (HACS) apply exclusively to High Adaptive Cybersecurity Services (HACS) within the scope of this Information Technology Schedule. **ALL HACS subcategories are included on this contract.**
- b. Services under these SINs are limited to Highly Adaptive Cybersecurity Services only. Software and hardware products are under different Special Item Numbers on IT Schedule 70 (e.g. 132-32, 132-33, 132-8), and may be quoted along with services to provide a total solution.
- c. These SINs provide ordering activities with access to Highly Adaptive Cybersecurity services only.
- d. Highly Adaptive Cybersecurity Services provided under these SINs shall comply with all Cybersecurity certifications and industry standards as applicable pertaining to the type of services as specified by ordering agency.
- e. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

2. 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.

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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. All travel will be agreed upon with the client prior to the Contractor's travel.

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

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

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

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

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8. RESPONSIBILITIES OF THE ORDERING ACTIVITY

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

9. INDEPENDENT CONTRACTOR

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

10. ORGANIZATIONAL CONFLICTS OF INTEREST

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 Highly Adaptive Cybersecurity Services. Progress payments may be authorized by the ordering activity on individual orders if appropriate. Progress payments shall be based upon completion of defined milestones or interim products. Invoices shall be submitted monthly for recurring services performed during the preceding month.

12. PAYMENTS

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

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- (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 HIGHLY ADAPTIVE CYBERSECURITY SERVICES AND PRICING

- a. The Contractor shall provide a description of each type of Highly Adaptive Cybersecurity Service offered under Special Item Numbers 54151HACS for Highly Adaptive Cybersecurity Services and it should be presented in the same manner as the Contractor sells to its commercial and other ordering activity customers. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles (labor categories) for those individuals who will perform the service should be provided.
- b. Pricing for all Highly Adaptive Cybersecurity Services shall be in accordance with the Contractor's customary commercial practices; e.g., hourly rates,, minimum general experience and minimum education.

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LABOR CATEGORY DESCRIPTIONS (SIN 54151HACS) (OLD SIN 132-45)

"Due to the availability or limitation of education, occasionally substitution of experience as referenced below for a professional labor type with additional years of experience will be provided per the approval of the federal agency acquiring the service."

Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

	(years) experience may		a Master Degree.	
		MINIMUM		
SERVICE	Functional	EDUCATION/		
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description
HACS Business	Serves as HACS subject	Bachelor's	3	Possesses and
Subject Matter	matter specialist	Degree in a r		applies expertise on
Specialist 1	possessing basic	elated field.		multiple complex
Specialist 1	knowledge of one or			work assignments.
	more business analysis			Assignments may be
	or technical			broad in nature,
	documentation			requiring originality
	specialization areas.			and innovation in
	Marries technical			determining how to
	knowledge and			accomplish tasks.
	background with the			Operates with
	ability to communicate			appreciable latitude
	complex technical			in developing
	concepts and activities to			methodology and
	non-technical individuals			presenting solutions
	utilizing experience			to problems.
	delivering technical			Contributes to
	documentation,			deliverables and
	executive presentations,			performance metrics
	user guides, marketing			where applicable.
	materials, etc. Works			
	independently or with			
	minimal oversight and			
	supervision.			
HACS Business	Serves as HACS subject	Bachelor's	5	Possesses and
Subject Matter	matter specialist	Degree in a		applies expertise on
Specialist 2	possessing moderate	related field.		multiple complex
Specialist 2	knowledge of one or			work assignments.
	more business analysis			Assignments may be
	or technical			broad in nature,
	documentation			requiring originality
	specialization areas.			and innovation in
	Marries technical			determining how to
	knowledge and			accomplish tasks.
	background with the			Operates with
	ability to communicate			appreciable latitude
	complex technical			in developing
	concepts and activities to			methodology and
	non-technical individuals			presenting solutions
	utilizing experience			to problems.
	delivering technical			Contributes to
	documentation,			deliverables and
	executive presentations,			performance metrics
	user guides, marketing			where applicable.
	materials, etc. Works			_
	independently or with			
	minimal oversight and			
	supervision.			

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

	(years) experience may be substituted for a Master Degree.					
SERVICE (e.g. Job	Functional Responsibility/Position	MINIMUM EDUCATION/ CERTIFICATION	MINIMUM YEARS	Knowledge/Skill		
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description		
HACS Business	Serves as HACS subject	Bachelor's	10	Possesses and		
Subject Matter	matter specialist	Degree in a		applies a _.		
Specialist 3	possessing strong	related field.		comprehensive		
	knowledge of one or			knowledge across		
	more business analysis			key tasks and high		
	or technical documentation			impact assignments. Plans and leads		
	specialization areas.			major technology		
	Marries technical			assignments.		
	knowledge and			Evaluates		
	background with the			performance results		
	ability to communicate			and recommends		
	complex technical			major changes		
	concepts and activities to			affecting short-term		
	non-technical individuals			project growth and		
	utilizing experience			success. Functions		
	delivering technical			as a technical expert		
	documentation,			across multiple		
	executive presentations,			project assignments.		
	user guides, marketing			May supervise		
	materials, etc. Works			others.		
	independently or with					
	minimal oversight and					
****	supervision.	A :		A !' C ! !		
HACS	Manages the	Associate's	2	Applies fundamental		
Configuration	coordination and	Degree in a		concepts,		
Manager 1	administration of HACS	related field.		processes,		
	configuration management activities.			practices, and procedures on		
	Formulates procedures			technical		
	for and executes the			assignments.		
	introduction of changes			Performs work that		
	to engineering			requires practical		
	documents. Monitors the			experience and		
	review of released			training. Work is		
	engineering change data			performed under		
	and change			supervision.		
	documentation activities			,		
	to ensure adherence to					
	configuration					
	management procedures					
	and policies. Ensures					
	projects are completed					
	on time and within					
	budget.					

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six

MINIMUM	
SERVICE Functional EDUCATION/	
(e.g. Job Responsibility/Position CERTIFICATION MINIMUM YEARS Knowledge	
Title/Task) Description LEVEL OF EXPERIENCE Descr	
IM CO	ses and
Configuration coordination and Degree in a applies ex	
Manager 2 administration of HACS related field. multiple	complex
configuration work assi	ignments.
management activities. Assignment	
Formulates procedures broad in	
for and executes the requiring	originality
introduction of changes and inno	
to engineering determini	ng how to
documents. Monitors the accompli	sh tasks.
	es with
engineering change data appreciab	
and change in deve	
documentation activities methodo	
to ensure adherence to presenting	
configuration to proi	
management procedures Contrib	
	bles and
projects are completed performan	
on time and within where ap	oplicable.
budget.	
HACS Manages the Bachelor's 7 Posses	
Configuration coordination and Degree in a appl	
Manager 3 administration of HACS related field. compre	
configuration knowledg	
management activities. key tasks	
Formulates procedures impact ass	
for and executes the Plans at	
	chnology
to engineering assign	
documents. Monitors the Evalu	
review of released performan	
	mmends
and change major c documentation activities affecting s	-
documentation activities affecting s to ensure adherence to project gr	
configuration success.	
	ical expert
and policies. Ensures across	
projects are completed project ass	
on time and within May su	
budget. other	
HACS Data Designs and builds Bachelor's 3 Prov	
Management HACS relational Degree in a technical/re	
Tranagement 1.1.1	
1 DUCCIAIISE I	asks or
	ology
warehouse assign	
	nes goals
	that meet
recovery. Cleans and project of	

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

	gories four (4) years of exp (years) experience may			
		MINIMUM		
SERVICE	Functional	EDUCATION/	MINUM VEADO	14
(e.g. Job Title/Task)	Responsibility/Position	CERTIFICATION	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description
Title/Task)	Description maintains the database	LEVEL	OF EXPERIENCE	Has domain and
	by removing and deleting			expert technical
	old data. May evaluate			knowledge. Directs
	new data sources for			and controls
	adherence to the			activities for a client,
	organization's quality			having overall
	standards and ease of			responsibility for
	integration.			financial
				management,
				methods, and staffing to ensure
				that technical
				requirements are
				met. Interactions
				involve client
				negotiations and
				interfacing with
				senior management.
				Decision making and domain knowledge
				may have a critical
				impact on overall
				project
				implementation.
				Acts as a senior
				consultant in
				complex or mission
				critical client
				requirements. Develops, modifies,
				and applies
				computer modeling
				and programming
				applications to
				analyze and solve
				mathematical and
				scientific problems
				affecting system and program
				performance.
				Participates in all
				phases of scientific
				and engineering
				projects such as
				research, design,
				development,
				testing, modeling, simulating, training,
				and documentation.
				May supervise
				others.

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

Tor air labor oate,	For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.					
		MINIMUM				
SERVICE	Functional	EDUCATION/		.,		
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill		
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description		
HACS Data	Designs and builds	Bachelor's	5	Possesses and		
Management	HACS relational	Degree in a		applies expertise on		
Specialist 2	databases for data	related field.		multiple complex		
	storage or processing.			work assignments.		
	Develops strategies for warehouse			Assignments may be		
				broad in nature,		
	implementation, data acquisition, and archive			requiring originality and innovation in		
	recovery. Cleans and			determining how to		
	maintains the database			accomplish tasks.		
	by removing and deleting			Operates with		
	old data. May evaluate			appreciable latitude		
	new data sources for			in developing		
	adherence to the			methodology and		
	organization's quality			presenting solutions		
	standards and ease of			to problems.		
	integration.			Contributes to		
	S .			deliverables and		
				performance metrics		
				where applicable.		
HACS Data	Designs and builds	Bachelor's	10	Possesses and		
Management	HACS relational	Degree in a		applies expertise on		
Specialist 3	databases for data	related field.		multiple complex		
1	storage or processing.			work assignments.		
	Develops strategies for			Assignments may be		
	warehouse			broad in nature,		
	implementation, data			requiring originality		
	acquisition, and archive			and innovation in		
	recovery. Cleans and			determining how to		
	maintains the database			accomplish tasks.		
	by removing and deleting			Operates with		
	old data. May evaluate			appreciable latitude		
	new data sources for adherence to the			in developing methodology and		
	organization's quality			presenting solutions		
	standards and ease of			to problems.		
	integration.			Contributes to		
	intogration.			deliverables and		
				performance metrics		
				where applicable.		

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six

7 or all labor date	gories four (4) years of exp (years) experience may			ior degree and oix
SERVICE	Functional	MINIMUM EDUCATION/		
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description
HACS Engineering Subject Matter	Serves as subject matter specialist possessing	Bachelor's Degree in a	3	Possesses and applies expertise on
	basic knowledge of an	related field.		multiple complex
Specialist 1	HACS engineering area	. o.a.oao.a.		work assignments.
	within one or more			Assignments may be
	specific areas of			broad in nature,
	technology and / or in a			requiring originality
	specific product set.			and innovation in
	Provides technical			determining how to
	knowledge and			accomplish tasks.
	implementation of			Operates with
	specialized applications			appreciable latitude
	and operational			in developing
	environments, high-level			methodology and
	functional systems			presenting solutions
	analysis, design, integration,			to problems. Contributes to
	documentation and			deliverables and
	implementation advice			performance metrics
	on complex problems			where applicable.
	that need extensive			
	knowledge of the subject			
	matter for effective			
	implementation.			
	Participates as needed in			
	all phases of system and			
	software development			
	with emphasis on the planning, analysis,			
	testing, integration,			
	documentation, and			
	presentation phases.			
HACS Engineering	Serves as subject matter	Bachelor's	5	Possesses and
Subject Matter	specialist possessing	Degree in a		applies a
Specialist 2	moderate knowledge of	related field.		comprehensive
Specialist 2	an HACS engineering			knowledge across
	area within one or more			key tasks and high
	specific areas of			impact assignments.
	technology and / or in a			Plans and leads
	specific product set.			major technology
	Provides technical knowledge and			assignments. Evaluates
	implementation of			performance results
	specialized applications			and recommends
	and operational			major changes
	environments, high-level			affecting short-term
	functional systems			project growth and
	analysis, design,			success. Functions
	integration,			as a technical expert
	documentation and			across multiple
	implementation advice			project assignments.

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

(years) experience may be substituted for a Master Degree.						
		MINIMUM				
SERVICE	Functional	EDUCATION/				
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill		
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description		
	on complex problems			May supervise		
	that need extensive			others.		
	knowledge of the subject					
	matter for effective					
	implementation.					
	Participates as needed in					
	all phases of system and					
	software development					
	with emphasis on the					
	planning, analysis,					
	testing, integration,					
	documentation, and					
	presentation phases.					
HACS Engineering	Serves as subject matter	Bachelor's	10	Possesses and		
Subject Matter	specialist possessing in-	Degree in a		applies expertise on		
Specialist 3	depth knowledge of an	related field.		multiple complex		
	HACS engineering area			work assignments.		
	within one or more			Assignments may be		
	specific areas of			broad in nature,		
	technology and / or in a			requiring originality		
	specific product set.			and innovation in		
	Provides technical			determining how to		
	knowledge and			accomplish tasks.		
	implementation of			Operates with		
	specialized applications			appreciable latitude		
	and operational environments, high-level			in developing		
	functional systems			methodology and presenting solutions		
	1			to problems.		
	analysis, design, integration,			Contributes to		
	documentation and			deliverables and		
	implementation advice			performance metrics		
	on complex problems			where applicable.		
	that need extensive			whole applicable.		
	knowledge of the subject					
	matter for effective					
	implementation.					
	Participates as needed in					
	all phases of system and					
	software development					
	with emphasis on the					
	planning, analysis,					
	testing, integration,					
	documentation, and					
	presentation phases.					

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

i oi un iusoi outo,	gories four (4) years of exp (years) experience may			ior dogroo arra orx
		MINIMUM		
SERVICE	Functional	EDUCATION/		.,
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Title/Task)	Description Description	LEVEL De alla de alla	OF EXPERIENCE	Description
HACS IT Analyst 1	Provides technical and administrative direction	Bachelor's Degree in a	3	Possesses and applies expertise on
	for tasks, including	related field.		multiple complex
	review of HACS work	rolated field.		work assignments.
	products for correctness,			Assignments may be
	compliance with industry			broad in nature,
	accepted standards,			requiring originality
	policies, and user			and innovation in
	standards specified in			determining how to
	specific TOs. Ensures			accomplish tasks.
	problem resolution and			Operates with
	customer satisfaction.			appreciable latitude
	Provides technical and			in developing
	administrative guidance and / or direction for			methodology and presenting solutions
	technical personnel			to problems.
	performing on a task			Contributes to
	order. Provides technical			deliverables and
	and administrative			performance metrics
	direction for tasks,			where applicable.
	including review of work			
	products for correctness			
	and compliance with			
	industry accepted			
TIA CO ITE A 1 + 0	standards.	Deeleeleele	<i>-</i>	Deceases and
HACS IT Analyst 2	Provides technical and administrative direction	Bachelor's Degree in a	5	Possesses and applies a
	for tasks, including	related field.		comprehensive
	review of HACS work	rolated hold:		knowledge across
	products for correctness,			key tasks and high
	compliance with industry			impact assignments.
	accepted standards,			Plans and leads
	policies, and user			major technology
	standards specified in			assignments.
	specific TOs. Ensures			Evaluates
	problem resolution and customer satisfaction.			performance results and recommends
	Provides technical and			major changes
	administrative guidance			affecting short-term
	and / or direction for			project growth and
	technical personnel			success. Functions
	performing on a task			as a technical expert
	order. Provides technical			across multiple
	and administrative			project assignments.
	direction for tasks,			May supervise
	including review of work			others.
	products for correctness			
	and compliance with			
	industry accepted			
	standards.			

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

SERVICE (e.g. Job Title/Task) Provides technical and administrative direction policition performing on a task order. Provides technical and administrative direction for tesks, including review of tracks, policies, and user standards, policies, and user standards specified in specific TOs. Ensures problem resolution and administrative guidance and or direction for technical performing on a task order. Provides technical and administrative direction for technical performing on a task order. Provides technical and administrative direction for technical performing on a task order. Provides technical and administrative direction for technical performing on a task order. Provides technical and administrative direction for technical performing on a task order. Provides technical and administrative direction for technical performing on a task order. Provides technical and administrative direction for tasks, including review of work products for correctness and compliance with industry accepted standards. Standards. MINIMUM YEARS MINIMUM YEARS OF EXPERIENCE Performs expert, independent services and leadership on pelacetical field. Performs expert, independent services and technical field. Independent services and technical analysis and compliance with industry accepted standards. Standards. Knowledge/Skill Description Description Performs expert, independent services and field. Independent services and technical analysis and compliance with industry accepted standards, and industry accepted systems analysis of functional architectures and functional architectures and functional specifications. Provides technical field. Performs expert, independent services and field. Independent services and technical field. Independent services and field. Indepe	FOI all labor Gate	gories four (4) years of exp (years) experience may			ior degree and six
Responsibility/Position Description De					
HACS IT Analyst 3 Provides technical and administrative direction for tasks, including review of HACS work products for correctness, compliance with industry accepted standards, policies, and user standards specified in specific TOS. Ensures problem resolution and customer satisfaction. Provides technical and administrative guidance and /or direction for technical personnel performing on a task order. Provides technical and administrative direction for technical personnel performing on a task order. Provides technical and administrative direction for tesks, including review of work products for correctness and compliance with industry accepted standards. Provides technical and administrative direction for technical personnel performing on a task order. Provides technical and administrative direction for tasks, including review of work products for correctness and compliance with industry accepted standards. Provides technical and administrative direction for tasks, including review of work products for correctness and compliance with industry accepted standards. Provides technical and administrative direction for tasks, including review of work products for correctness and compliance with industry accepted standards. Provides technical and administrative direction for tasks, including review and the industry accepted standards. Provides technical and acceptation	SERVICE		EDUCATION/		
HACS IT Analyst 3 Provides technical and administrative direction of tasks, including review of HACS work products for correctness, compliance with industry accepted standards, policies, and user standards specified in specific TOs. Ensures problem resolution and customer satisfaction. Provides technical and administrative direction for technical and administrative direction for review of work products for correctness and compliance with industry accepted standards. Bachelor's Degree in a related field. Bachelor's Degree in a related field. Bachelor's Degree in a related field. Performs expert, independent services and leadership in specification areas (e.g., Contingency and Disaster Recovery, Business Process Reengineering). Conducts high-level systems analysis of functional area and formulates an effective strategy for accomplishing objectives that will overall performance and efficiency. Develops technically inclinate and compliance with industry accepted standards. Bachelor's Degree in a related field. Bachelor's Degree in a related field. Performs expert, services and leadership in sepecification of technical provides technical and administrative direction for tasks, including review of work products for correctness and compliance with industry accepted standards. Performs that vield overall performance and efficiency. Develops technical/functional architectures and functional architectures and funct					
administrative direction for tasks, including review of HACS work products for correctness, compliance with industry accepted standards, policies, and user standards specific Tos. Ensures problem resolution and customer satisfaction. Provides technical and administrative guidance and / or direction for technical personnel performing on a task order. Provides technical and administrative direction for tasks, including review of work products for correctness and compliance with industry accepted standards. Degree in a related field. Degree in a related field. Degree in a related field. Independent services and leadership in specialized technical/functional areas (e.g., Contingency and Disaster Recovery, Business Process Reengineering). Conducts high-level of functional area and offunctional area and functional area and functional area and administrative direction for tasks, including review of work products for correctness and compliance with industry accepted standards. Septimal provides technical/functional architectures and functional architectures and hardware or area of specialization. Analyzes user needs to determine functional and crossfunctional allocation to identify required tasks and their interrelationships. Identifies resources required for each task. Provides technical/manageme nt leadership on major tasks or technical/manageme nt leadership on major tasks or technical/manageme.					-
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technology					
assignments.					assignments.
Establishes goals					
and plans that meet					

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

(years) experience may be substituted for a Master Degree.					
		MINIMUM			
SERVICE	Functional	EDUCATION/			
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill	
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description	
				project objectives.	
				Has domain and	
				expert technical	
				knowledge. Directs	
				and controls	
				activities for a client,	
				having overall	
				responsibility for	
				financial	
				management,	
				methods, and	
				staffing to ensure	
				that technical	
				requirements are	
				met. Interactions	
				involve client	
				negotiations and	
				interfacing with	
				senior management.	
				Decision making and	
				domain knowledge	
				may have a critical	
				impact on overall	
				project	
				implementation.	
				May supervise	
				others.	
HACS IT Subject	Provides high-level	Associate's	3	Applies fundamental	
Matter Consultant 1	architectural HACS	Degree in a		concepts,	
	expertise to managers	related field.		processes,	
	and technical staff.			practices, and	
	Develops architectural			procedures on	
	products and			technical	
	deliverables for the			assignments.	
	enterprise and			Performs work that	
	operational business			requires practical	
	lines. Develops			experience and	
	architects, designs, and			training. Work is	
	strategy for technical			performed under	
	solutions and the			supervision.	
	infrastructure				
	architecture and design				
	necessary to support				
	mission strategy. Advises				
	on selection of				
	technological purchases				
	with regards to				
	cybersecurity, systems,				
	processing, data storage,				
	data access, and				
	applications				

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

(years) experience may be substituted for a Master Degree.					
		MINIMUM			
SERVICE	Functional	EDUCATION/			
(e.g. Job R	tesponsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill	
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description	
d	levelopment. Advises of				
	feasibility of potential				
	future projects to				
	management.				
HACC IT Cubicat	Provides high-level	Bachelor's	5	Possesses and	
HACS IT Subject	architectural HACS	Degree in a		applies a	
Matter Consultant 2		related field.		comprehensive	
	expertise to managers and technical staff.	related lield.		knowledge across	
	Develops architectural			key tasks and high	
	-				
	products and			impact assignments.	
	deliverables for the			Plans and leads	
	enterprise and			major technology	
	operational business			assignments.	
	lines. Develops			Evaluates	
	architects, designs, and			performance results	
	strategy for technical			and recommends	
	solutions and the			major changes	
	infrastructure			affecting short-term	
6	architecture and design			project growth and	
	necessary to support			success. Functions	
	nission strategy. Advises			as a technical expert	
	on selection of			across multiple	
"	echnological purchases			project assignments.	
	with regards to			May supervise	
	cybersecurity, systems,			others.	
	rocessing, data storage,				
	data access, and				
	applications levelopment. Advises of				
	feasibility of potential				
	future projects to				
	management.				
HACS IT Subject	Provides high-level	Bachelor's	10	Provides	
	architectural HACS	Degree in a	10	technical/manageme	
Matter Consultant 3	expertise to managers	related field.		nt leadership on	
	and technical staff.	า เดเลเอน 1161น.		major tasks or	
	Develops architectural			technology	
	products and			assignments.	
	deliverables for the			Establishes goals	
	enterprise and			and plans that meet	
	operational business			project objectives.	
	lines. Develops			Has domain and	
	architects, designs, and			expert technical	
	strategy for technical			knowledge. Directs	
	solutions and the			and controls	
	infrastructure			activities for a client,	
	architecture and design			having overall	
	necessary to support			responsibility for	
	nission strategy. Advises			financial	
""	on selection of			management,	
	echnological purchases			methods, and	

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

(years) experience may be substituted for a Master Degree.					
		MINIMUM			
SERVICE	Functional	EDUCATION/			
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill	
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description	
	with regards to		9: 3: 1::::::	staffing to ensure	
	cybersecurity, systems,			that technical	
	processing, data storage,			requirements are	
	data access, and			met. Interactions	
	applications			involve client	
	development. Advises of			negotiations and	
	feasibility of potential			interfacing with	
	future projects to			senior management.	
	management.			Decision making and	
				domain knowledge	
				may have a critical	
				impact on overall	
				project	
				implementation.	
				Acts as a senior	
				consultant in	
				complex or mission	
				critical client	
				requirements.	
				Develops, modifies,	
				and applies	
				computer modeling	
				and programming	
				applications to	
				analyze and solve	
				mathematical and	
				scientific problems	
				affecting system and	
				program	
				performance.	
				Participates in all	
				phases of scientific	
				and engineering	
				projects such as	
				research, design,	
				development,	
				testing, modeling,	
				simulating, training,	
				and documentation.	
				May supervise	
				others.	
HACS IT Subject	Serves as subject matter	Bachelor's	3	Performs expert,	
Matter Specialist 1	specialist possessing	Degree in a		independent	
permist I	basic knowledge of a	related field.		services and	
	particular area, such as			leadership in	
	business, computer			specialized	
	science, engineering,			technical/functional	
	mathematics,			areas (e.g.,	
	technologies and / or in a			Contingency and	
	specific product set			Disaster Recovery,	
	related to HACS.			Business Process	
	Telateu to FIACO.			DUSITIESS FIUCESS	

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Experience Substitution For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.				
		MINIMUM		
SERVICE	Functional	EDUCATION/		
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Title/Task)	Description Provides technical	LEVEL	OF EXPERIENCE	Description Population
	Provides technical knowledge and analysis			Reengineering). Conducts high-level
	of highly specialized			systems analysis of
	applications and			functional area and
	operational			formulates an
	environments, high-level			effective strategy for
	functional systems			accomplishing
	analysis, design,			objectives that will
	integration,			overall performance
	documentation and			and efficiency.
	implementation advice			Develops
	on exceptionally complex			technical/functional
	problems that need			architectures and
	extensive knowledge of			functional
	the subject matter for			specifications.
	effective implementation.			Provides expertise
	Participates as needed in			and assistance in
	all phases of system and			state-of-the-art
	software development with emphasis on the			software and hardware or area of
	planning, analysis,			specialization.
	testing, integration,			Analyzes user needs
	documentation, and			to determine
	presentation phases.			functional and cross-
	Applies principles,			functional
	methods and knowledge			requirements.
	of the functional area of			Performs functional
	capability to specific task			allocation to identify
	order requirements to			required tasks and
	difficult and narrowly			their
	defined technical			interrelationships.
	problems in engineering			Identifies resources
	and other scientific applications to arrive at			required for each task. Provides
	solutions.			technical/manageme
	Solutions.			nt leadership on
				major tasks or
				technology
				assignments.
				Establishes goals
				and plans that meet
				project objectives.
				Has domain and
				expert technical
				knowledge. Directs
				and controls
				activities for a client,
				having overall
				responsibility for
				financial
	l			management,

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

(years) experience may be substituted for a Master Degree.					
		MINIMUM			
SERVICE	Functional	EDUCATION/			
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill	
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description	
				methods, and	
				staffing to ensure	
				that technical	
				requirements are	
				met. Interactions	
				involve client	
				negotiations and	
				interfacing with	
				senior management.	
				Decision making and	
				domain knowledge	
				may have a critical	
				impact on overall	
				project	
				implementation.	
				May supervise	
				others.	
HACS IT Subject	Serves as subject matter	Bachelor's	5	Possesses and	
Matter Specialist 2	specialist possessing	Degree in a		applies expertise on	
1	moderate knowledge of a	related field.		multiple complex	
	particular area, such as			work assignments.	
	business, computer			Assignments may be	
	science, engineering,			broad in nature,	
	mathematics,			requiring originality	
	technologies and / or in a			and innovation in	
	specific product set			determining how to	
	related to HACS.			accomplish tasks.	
	Provides technical			Operates with	
	knowledge and analysis			appreciable latitude	
	of highly specialized			in developing	
	applications and			methodology and	
	operational			presenting solutions	
	environments, high-level			to problems.	
	functional systems			Contributes to	
	analysis, design,			deliverables and	
	integration,			performance metrics	
	documentation and			where applicable.	
	implementation advice				
	on exceptionally complex				
	problems that need				
	extensive knowledge of				
	the subject matter for				
	effective implementation.				
	Participates as needed in				
	all phases of system and				
	software development				
	with emphasis on the				
	planning, analysis,				
	testing, integration,				
	documentation, and				
	presentation phases.				

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six

(years) experience may be substituted for a Master Degree.				
		MINIMUM		
SERVICE	Functional	EDUCATION/		
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description
	Applies principles,			
	methods and knowledge			
	of the functional area of			
	capability to specific task			
	order requirements to difficult and narrowly			
	defined technical			
	problems in engineering			
	and other scientific			
	applications to arrive at			
	solutions.			
HACS IT Subject	Serves as subject matter	Bachelor's	10	Possesses and
Matter Specialist 3	specialist possessing in-	Degree in a		applies a
	depth knowledge of a	related field.		comprehensive
	particular area, such as			knowledge across
	business, computer			key tasks and high
	science, engineering,			impact assignments.
	mathematics,			Plans and leads
	technologies and / or in a			major technology
	specific product set			assignments.
	related to HACS.			Evaluates
	Provides technical			performance results
	knowledge and analysis			and recommends
	of highly specialized			major changes
	applications and operational			affecting short-term
	environments, high-level			project growth and success. Functions
	functional systems			as a technical expert
	analysis, design,			across multiple
	integration,			project assignments.
	documentation and			May supervise
	implementation advice			others.
	on exceptionally complex			
	problems that need			
	extensive knowledge of			
	the subject matter for			
	effective implementation.			
	Participates as needed in			
	all phases of system and			
	software development			
	with emphasis on the			
	planning, analysis,			
	testing, integration, documentation, and			
	presentation phases.			
	Applies principles,			
	methods and knowledge			
	of the functional area of			
	capability to specific task			
	order requirements to			
	difficult and narrowly			

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

(years) experience may be substituted for a Master Degree.					
		MINIMUM			
SERVICE	Functional	EDUCATION/			
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill	
Title/Task)	Description description	LEVEL	OF EXPERIENCE	Description	
	defined technical problems in engineering				
	and other scientific				
	applications to arrive at				
	solutions.				
	ooratione.				
HACS Network	Assists management in	Bachelor's	3	Provides	
Engineer 1	the operation of networks	Degree in a		technical/manageme	
8	and / or security systems	related field.		nt leadership on	
	related to HACS. Must			major tasks or	
	stay current with latest			technology	
	developments in			assignments.	
	network, security, and			Establishes goals	
	other LAN technology.			and plans that meet	
	Assists with hardware			project objectives.	
	and software trouble			Has domain and	
	shooting for the LAN / WAN. Assists with			expert technical knowledge. Directs	
	designing quality metric			and controls	
	disciplines. Assists with			activities for a client,	
	the analyzing, evaluation,			having overall	
	and testing of software /			responsibility for	
	hardware problems and			financial	
	submits findings to			management,	
	management officials.			methods, and	
	Assists with			staffing to ensure	
	troubleshooting intra-			that technical	
	system			requirements are	
	telecommunications and			met. Interactions	
	/ or security. Resolves hardware problems.			involve client negotiations and	
	Schedules or provides			interfacing with	
	training in the use of			senior management.	
	automation equipment			Decision making and	

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

(years) experience may be substituted for a Master Degree.					
0551/105		MINIMUM			
SERVICE	Functional	EDUCATION/			
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill	
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description	
	for the office. Maintains			domain knowledge	
	inventory of all data			may have a critical	
	center equipment and			impact on overall	
	supplies. Submits			project	
	recommendations			implementation.	
	relative to the			Acts as a senior	
	identification of supplies,			consultant in	
	equipment and furniture.			complex or mission	
	Schedules or performs			critical client	
	the repair and / or			requirements.	
	replacement of defective			Develops, modifies,	
	information technology			and applies	
	equipment.			computer modeling	
				and programming	
				applications to	
				analyze and solve	
				mathematical and	
				scientific problems	
				affecting system and	
				program	
				performance.	
				Participates in all	
				phases of scientific and engineering	
				projects such as	
				research, design,	
				development,	
				testing, modeling,	
				simulating, training,	
				and documentation.	
				May supervise	
				others.	
HACS Network	Assists management in	Bachelor's	5	Possesses and	
Engineer 2	the operation of networks	Degree in a		applies expertise on	
Eligilieel 2	and / or security systems	related field.		multiple complex	
	related to HACS. Must			work assignments.	
	stay current with latest			Assignments may be	
	developments in			broad in nature.	
	network, security, and			requiring originality	
	other LAN technology.			and innovation in	
	Assists with hardware			determining how to	
	and software trouble			accomplish tasks.	
	shooting for the LAN /			Operates with	
	WAN. Assists with			appreciable latitude	
	designing quality metric			in developing	
	disciplines. Assists with			methodology and	
	the analyzing, evaluation,			presenting solutions	
	and testing of software /			to problems.	
	hardware problems and			Contributes to	
	submits findings to			deliverables and	
	management officials.				

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

	gories four (4) years of exp (years) experience may			
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description
	Assists with troubleshooting intrasystem telecommunications and / or security. Resolves hardware problems. Schedules or provides training in the use of automation equipment for the office. Maintains inventory of all data center equipment and supplies. Submits recommendations relative to the identification of supplies, equipment and furniture. Schedules or performs the repair and / or replacement of defective information technology equipment.			performance metrics where applicable.
HACS Network Engineer 3	Assists management in the operation of networks and / or security systems related to HACS. Must stay current with latest developments in network, security, and other LAN technology. Assists with hardware and software trouble shooting for the LAN / WAN. Assists with designing quality metric disciplines. Assists with the analyzing, evaluation, and testing of software / hardware problems and submits findings to management officials. Assists with troubleshooting intrasystem telecommunications and / or security. Resolves hardware problems. Schedules or provides training in the use of automation equipment for the office. Maintains	Bachelor's Degree in a related field.	10	Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

(years) experience may be substituted for a Master Degree.					
SERVICE (e.g. Job	Functional Responsibility/Position	MINIMUM EDUCATION/ CERTIFICATION	MINIMUM YEARS	Knowledge/Skill	
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description	
	inventory of all data center equipment and supplies. Submits recommendations relative to the identification of supplies, equipment and furniture. Schedules or performs the repair and / or replacement of defective information technology			•	
HACS Program Manager 1	equipment. Responsible for all aspects of a HACS program (e.g., technical, contractual, administrative, financial). Represents the Company and interfaces with the customer to ensure conformity to contractual obligations. Maintains technical and financial reports to show progress of projects to Company management and the customer; organizes all project work and assigns responsibilities to subordinates; provides quality assurance for all project activity; and oversees the successful completion of all assigned tasks.	Bachelor's Degree in a related field.	5	Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.	
HACS Program Manager 2	Responsible for all aspects of a HACS program (e.g., technical, contractual, administrative, financial). Represents the Company and interfaces with the customer to ensure conformity to contractual obligations. Maintains technical and financial reports to show progress of projects to Company management and the customer;	Bachelor's Degree in a related field.	7	Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions	

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six

(years) experience may be substituted for a Master Degree.					
		MINIMUM			
SERVICE	Functional	EDUCATION/			
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill	
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description	
	organizes all project work			to problems.	
	and assigns			Contributes to	
	responsibilities to			deliverables and	
	subordinates; provides			performance metrics	
	quality assurance for all			where applicable.	
	project activity; and				
	oversees the successful				
	completion of all				
	assigned tasks.				
HACS Program	Responsible for all	Bachelor's	12	Possesses and	
Manager 3	aspects of a HACS	Degree in a		applies expertise on	
	program (e.g., technical,	related field.		multiple complex	
	contractual,			work assignments.	
	administrative, financial).			Assignments may be	
	Represents the			broad in nature,	
	Company and interfaces			requiring originality	
	with the customer to			and innovation in	
	ensure conformity to			determining how to	
	contractual obligations.			accomplish tasks.	
	Maintains technical and			Operates with	
	financial reports to show			appreciable latitude	
	progress of projects to			in developing methodology and	
	Company management and the customer;			presenting solutions	
	organizes all project work			to problems.	
	and assigns			Contributes to	
	responsibilities to			deliverables and	
	subordinates; provides			performance metrics	
	quality assurance for all			where applicable.	
	project activity; and			ттого аррпоавіо.	
	oversees the successful				
	completion of all				
	assigned tasks.				
HACS Project	Responsible for all	Bachelor's	3	Possesses and	
Manager 1	aspects of a HACS	Degree in a		applies a	
Trianager 1	project (e.g., technical,	related field.		comprehensive	
	contractual,			knowledge across	
	administrative, financial).			key tasks and high	
	Represents the			impact assignments.	
	Company and interfaces			Plans and leads	
	with the customer to			major technology	
	ensure conformity to			assignments.	
	contractual obligations.			Evaluates	
	Maintains technical and			performance results	
	financial reports to show			and recommends	
	progress of projects to			major changes	
	Company management			affecting short-term	
	and the customer;			project growth and	
	organizes all project work			success. Functions	
	and assigns			as a technical expert	
	responsibilities to			across multiple	

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

(years) experience may be substituted for a Master Degree.					
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description	
	subordinates; provides quality assurance for all project activity; and oversees the successful completion of all assigned tasks.			project assignments. May supervise others.	
HACS Project Manager 2	Responsible for all aspects of a HACS project (e.g., technical, contractual, administrative, financial). Represents the Company and interfaces with the customer to ensure conformity to contractual obligations. Maintains technical and financial reports to show progress of projects to Company management and the customer; organizes all project work and assigns responsibilities to subordinates; provides quality assurance for all project activity; and oversees the successful completion of all assigned tasks.	Bachelor's Degree in a related field.	5	Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	
HACS Project Manager 3	Responsible for all aspects of a HACS project (e.g., technical, contractual, administrative, financial). Represents the Company and interfaces with the customer to ensure conformity to contractual obligations. Maintains technical and financial reports to show progress of projects to Company management and the customer; organizes all project work and assigns responsibilities to subordinates; provides quality assurance for all project activity; and	Associate's Degree in a related field.	10	Applies fundamental concepts, processes, practices, and procedures on technical assignments. Performs work that requires practical experience and training. Work is performed under supervision.	

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Experience Substitution For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree. **MINIMUM SERVICE Functional EDUCATION/** Responsibility/Position **CERTIFICATION MINIMUM YEARS** Knowledge/Skill (e.g. Job Title/Task) Description **OF EXPERIENCE** Description LEVEL oversees the successful completion of all assigned tasks. **HACS System** Formulates / defines Bachelor's 3 Possesses and HACS system scope and Degree in a applies expertise on Analyst 1 objectives. Devises or related field. multiple complex modifies procedures to work assignments. solve complex problems Assignments may be considering computer broad in nature, requiring originality equipment capacity and limitations, operating and innovation in time, and form of desired determining how to results. Prepares accomplish tasks. detailed specifications for Operates with systems and / or appreciable latitude programs. Assists in the in developing design, development, methodology and testing, implementation, presenting solutions and documentation of to problems. new software and Contributes to enhancements of deliverables and existing applications. performance metrics Works with project where applicable. managers, developers, and end users to ensure system designs meet business requirements. Formulates / defines specifications for complex systems using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents programs and systems. Provides overall operating system support, such as sophisticated file maintenance routines. large telecommunications networks, computer accounting, and advanced mathematical / scientific software

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packages. Evaluates new and existing system,

Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six

	(years) experience ma		a Master Degree.	
0501/105		MINIMUM		
SERVICE	Functional	EDUCATION/		14
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description
	hardware and / or			
	software products.			
HACS System	Formulates / defines	Bachelor's	5	Possesses and
Analyst 2	HACS system scope and	Degree in a		applies a
	objectives. Devises or	related field.		comprehensive
	modifies procedures to			knowledge across
	solve complex problems			key tasks and high
	considering computer			impact assignments.
	equipment capacity and			Plans and leads
	limitations, operating time, and form of desired			major technology
	results. Prepares			assignments. Evaluates
	detailed specifications for			performance results
	systems and / or			and recommends
	programs. Assists in the			major changes
	design, development,			affecting short-term
	testing, implementation,			project growth and
	and documentation of			success. Functions
	new software and			as a technical expert
	enhancements of			across multiple
	existing applications.			project assignments.
	Works with project			May supervise
	managers, developers,			others.
	and end users to ensure			
	system designs meet			
	business requirements.			
	Formulates / defines specifications for			
	complex systems using			
	engineering releases and			
	utilities from the			
	manufacturer. Designs,			
	codes, tests, debugs,			
	and documents			
	programs and systems.			
	Provides overall			
	operating system			
	support, such as			
	sophisticated file			
	maintenance routines,			
	large			
	telecommunications			
	networks, computer			
	accounting, and advanced mathematical /			
	scientific software			
	packages. Evaluates			
	new and existing system,			
	hardware and / or			
	software products.			

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Experience Substitution					
For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.					
MINIMUM					
0==>//0=					

	(years) experience may be substituted for a Master Degree.					
		MINIMUM				
SERVICE	Functional	EDUCATION/				
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill		
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description		
HACS System	Formulates / defines	Bachelor's	10	Provides		
Analyst 3	HACS system scope and	Degree in a related field.		technical/manageme		
	objectives. Devises or modifies procedures to	related lield.		nt leadership on		
	solve complex problems			major tasks or technology		
	considering computer			assignments.		
	equipment capacity and			Establishes goals		
	limitations, operating			and plans that meet		
	time, and form of desired			project objectives.		
	results. Prepares			Has domain and		
	detailed specifications for			expert technical		
	systems and / or			knowledge. Directs		
	programs. Assists in the			and controls		
	design, development,			activities for a client,		
	testing, implementation,			having overall		
	and documentation of			responsibility for		
	new software and			financial		
	enhancements of			management,		
	existing applications.			methods, and		
	Works with project managers, developers,			staffing to ensure that technical		
	and end users to ensure			requirements are		
	system designs meet			met. Interactions		
	business requirements.			involve client		
	Formulates / defines			negotiations and		
	specifications for			interfacing with		
	complex systems using			senior management.		
	engineering releases and			Decision making and		
	utilities from the			domain knowledge		
	manufacturer. Designs,			may have a critical		
	codes, tests, debugs, and documents			impact on overall		
	programs and systems.			project implementation.		
	Provides overall			Acts as a senior		
	operating system			consultant in		
	support, such as			complex or mission		
	sophisticated file			critical client		
	maintenance routines,			requirements.		
	large			Develops, modifies,		
	telecommunications			and applies		
	networks, computer			computer modeling		
	accounting, and			and programming		
	advanced mathematical /			applications to		
	scientific software packages. Evaluates			analyze and solve mathematical and		
	new and existing system,			scientific problems		
	hardware and / or			affecting system and		
	software products.			program		
				performance.		
				Participates in all		
				phases of scientific		

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Experience Substitution For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree. MINIMI IM

	(years) experience may be substituted for a Master Degree.				
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description	
				and engineering projects such as research, design, development, testing, modeling, simulating, training, and documentation. May supervise others.	
HACS System Engineer 1	Provides analysis and engineering services related to the design, development, and integration and maintenance of hardware, software, man-machine interfaces and all system level requirements to provide an integrated HACS solution. Develops integrated system test requirement, strategies, devices and systems. May direct system level testing. This involves the establishment of an engineering and / or operational frameworks for new systems ranging from conducting feasibility studies to postimplementation evaluation and maintenance. Systems Engineers also provide top level support for internal systems and software.	Associate's Degree in a related field.	3	Applies fundamental concepts, processes, practices, and procedures on technical assignments. Performs work that requires practical experience and training. Work is performed under supervision.	

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·	Ехре	rience Substitution)	
For all labor Cate	gories four (4) years of exp			lor degree and six
	(years) experience may	y be substituted for MINIMUM	a Master Degree.	
SERVICE	Functional	EDUCATION/		
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description
HACS System Engineer 2	Provides analysis and engineering services related to the design, development, and integration and maintenance of hardware, software, man-machine interfaces and all system level requirements to provide an integrated HACS solution. Develops integrated system test requirement, strategies, devices and systems. May direct system level testing. This involves the establishment of an	Bachelor's Degree in a related field.	5	Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and
	engineering and / or operational frameworks for new systems ranging			performance metrics where applicable.
	from conducting feasibility studies to post- implementation evaluation and maintenance. Systems Engineers also provide			

top level support for internal systems and software.

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

for all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.				
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description
HACS System Engineer 3	Provides analysis and engineering services related to the design, development, and integration and maintenance of hardware, software, man-machine interfaces and all system level requirements to provide an integrated HACS solution. Develops integrated system test requirement, strategies, devices and systems. May direct system level testing. This involves the establishment of an engineering and / or operational frameworks for new systems ranging from conducting feasibility studies to postimplementation evaluation and maintenance. Systems Engineers also provide top level support for internal systems and software.	Bachelor's Degree in a related field.	10	Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.
HACS Technical Writer 1	Writes a variety of HACS technical procedures, manuals and policies for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document.	Associates Degree in a related field.	2	Provides technical/manageme nt leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that technical

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

	(years) experience may	/ be substituted for	a Master Degree.	
		MINIMUM		
SERVICE	Functional	EDUCATION/		
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description
				requirements are
				met. Interactions
				involve client
				negotiations and
				interfacing with
				senior management.
				Decision making and
				domain knowledge
				may have a critical
				impact on overall
				project
				implementation.
				Acts as a senior
				consultant in
				complex or mission
				critical client
				requirements.
				Develops, modifies,
				and applies
				computer modeling
				and programming
				applications to
				analyze and solve
				mathematical and
				scientific problems
				affecting system and
				program
				performance.
				Participates in all
				phases of scientific
				and engineering
				projects such as
				research, design,
				development,
				testing, modeling,
				simulating, training,
				and documentation.
				May supervise
				others.
HACS Technical	Writes a variety of HACS	Associates	4	Performs expert,
	technical procedures,	Degree in a	- 1	independent
Writer 2	manuals and policies for	related field.		services and
	documentation for a wide	reiated li c iu.		leadership in
	range of uses. May be			specialized
	responsible for			technical/functional
	coordinating the display			areas (e.g.,
	of graphics and the			Contingency and
	production of the			Disaster Recovery,
	document.			Business Process
	document.			Reengineering).
				Conducts high-level

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

(years) experience may be substituted for a Master Degree.					
		MINIMUM			
SERVICE	Functional	EDUCATION/			
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill	
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description	
				systems analysis of	
				functional area and	
				formulates an	
				effective strategy for	
				accomplishing objectives that will	
				overall performance	
				and efficiency.	
				Develops	
				technical/functional	
				architectures and	
				functional	
				specifications.	
				Provides expertise	
				and assistance in	
				state-of-the-art	
				software and	
				hardware or area of	
				specialization.	
				Analyzes user needs	
				to determine	
				functional and cross-	
				functional	
				requirements.	
				Performs functional	
				allocation to identify required tasks and	
				their	
				interrelationships.	
				Identifies resources	
				required for each	
				task. Provides	
				technical/manageme	
				nt leadership on	
				major tasks or	
				technology	
				assignments.	
				Establishes goals	
				and plans that meet	
				project objectives.	
				Has domain and	
				expert technical	
				knowledge. Directs and controls	
				activities for a client,	
				having overall	
				responsibility for	
				financial	
				management,	
				methods, and	
				staffing to ensure	
	1			stanning to ondure	

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Experience Substitution

For all labor Categories four (4) years of experience may be substituted for a Bachelor degree and six (years) experience may be substituted for a Master Degree.

(years) experience may be substituted for a Master Degree.				
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description
HACS Technical Writer 3	Writes a variety of HACS technical procedures, manuals and policies for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document.	Bachelor's Degree in a related field.	7	that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others. Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.

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SERVICES PRICELIST SIN 54151HACS (OLD SIN 132-45)

SIN	Labor Category	GSA PRICE + IFF Feb 27, 2018 - Feb 26, 2019	GSA PRICE + IFF Feb 27, 2019 - Feb 26, 2020	GSA PRICE + IFF Feb 27, 2020 - Feb 26, 2021	GSA PRICE + IFF Feb 27, 2021 - Feb 26, 2022
54151HACS (OLD 132-45)	HACS Business Subject Matter Specialist 1	\$86.11	\$87.84	\$89.59	\$91.38
54151HACS (OLD 132-45)	HACS Business Subject Matter Specialist 2	\$111.95	\$114.18	\$116.47	\$118.80
54151HACS (OLD 132-45)	HACS Business Subject Matter Specialist 3	\$137.79	\$140.54	\$143.35	\$146.22
54151HACS (OLD 132-45)	HACS Configuration Manager 1	\$68.90	\$70.28	\$71.68	\$73.12
54151HACS (OLD 132-45)	HACS Configuration Manager 2	\$94.73	\$96.63	\$98.56	\$100.53
54151HACS (OLD 132-45)	HACS Configuration Manager 3	\$120.56	\$122.97	\$125.43	\$127.94
54151HACS (OLD 132-45)	HACS Data Management Specialist 1	\$94.73	\$96.63	\$98.56	\$100.53
54151HACS (OLD 132-45)	HACS Data Management Specialist 2	\$124.87	\$127.37	\$129.92	\$132.51
54151HACS (OLD 132-45)	HACS Data Management Specialist 3	\$146.39	\$149.32	\$152.31	\$155.36
54151HACS (OLD 132-45)	HACS Engineering Subject Matter Specialist 1	\$94.73	\$96.63	\$98.56	\$100.53
54151HACS (OLD 132-45)	HACS Engineering Subject Matter Specialist 2	\$124.87	\$127.37	\$129.92	\$132.51
54151HACS (OLD 132-45)	HACS Engineering Subject Matter Specialist 3	\$146.39	\$149.32	\$152.31	\$155.36
54151HACS (OLD 132-45)	HACS IT Analyst 1	\$94.73	\$96.63	\$98.56	\$100.53
54151HACS (OLD 132-45)	HACS IT Analyst 2	\$116.26	\$118.59	\$120.96	\$123.38
54151HACS (OLD 132-45)	HACS IT Analyst 3	\$137.79	\$140.54	\$143.35	\$146.22
54151HACS (OLD 132-45)	HACS IT Subject Matter Consultant 1	\$193.76	\$197.63	\$201.59	\$205.62
54151HACS (OLD 132-45)	HACS IT Subject Matter Consultant 2	\$258.35	\$263.52	\$268.79	\$274.16
54151HACS (OLD 132-45)	HACS IT Subject Matter Consultant 3	\$301.41	\$307.43	\$313.58	\$319.85
54151HACS (OLD 132-45)	HACS IT Subject Matter Specialist 1	\$129.17	\$131.75	\$134.39	\$137.08

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54151HACS (OLD 132-45)	HACS IT Subject Matter Specialist 2	\$146.39	\$149.32	\$152.31	\$155.36
54151HACS (OLD 132-45)	HACS IT Subject Matter Specialist 3	\$172.24	\$175.68	\$179.19	\$182.78
54151HACS (OLD 132-45)	HACS Network Engineer 1	\$94.73	\$96.63	\$98.56	\$100.53
54151HACS (OLD 132-45)	HACS Network Engineer 2	\$120.56	\$122.97	\$125.43	\$127.94
54151HACS (OLD 132-45)	HACS Network Engineer 3	\$137.79	\$140.54	\$143.35	\$146.22
54151HACS (OLD 132-45)	HACS Program Manager 1	\$129.17	\$131.75	\$134.39	\$137.08
54151HACS (OLD 132-45)	HACS Program Manager 2	\$150.70	\$153.72	\$156.79	\$159.93
54151HACS (OLD 132-45)	HACS Program Manager 3	\$172.24	\$175.68	\$179.19	\$182.78
54151HACS (OLD 132-45)	HACS Project Manager 1	\$107.65	\$109.80	\$112.00	\$114.24
54151HACS (OLD 132-45)	HACS Project Manager 2	\$129.17	\$131.75	\$134.39	\$137.08
54151HACS (OLD 132-45)	HACS Project Manager 3	\$150.70	\$153.72	\$156.79	\$159.93
54151HACS (OLD 132-45)	HACS System Analyst 1	\$86.11	\$87.84	\$89.59	\$91.38
54151HACS (OLD 132-45)	HACS System Analyst 2	\$103.34	\$105.40	\$107.51	\$109.66
54151HACS (OLD 132-45)	HACS System Analyst 3	\$129.17	\$131.75	\$134.39	\$137.08
54151HACS (OLD 132-45)	HACS System Engineer 1	\$103.34	\$105.40	\$107.51	\$109.66
54151HACS (OLD 132-45)	HACS System Engineer 2	\$137.79	\$140.54	\$143.35	\$146.22
54151HACS (OLD 132-45)	HACS System Engineer 3	\$163.63	\$166.90	\$170.24	\$173.64
54151HACS (OLD 132-45)	HACS Technical Writer 1	\$68.90	\$70.28	\$71.68	\$73.12
54151HACS (OLD 132-45)	HACS Technical Writer 2	\$94.73	\$96.63	\$98.56	\$100.53
54151HACS (OLD 132-45)	HACS Technical Writer 3	\$120.56	\$122.97	\$125.43	\$127.94

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